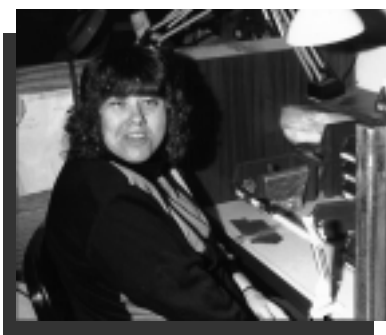

THE COMMITTEE FOR PURCHASE FROM PEOPLE WHO ARE BLIND OR SEVERELY DISABLED



60 YEARS OF PROVIDING EMPLOYMENT OPPORTUNITIES
FOR AMERICANS WITH DISABILITIES

Long-time Deputy Executive Director of the Committee, Dick Alley, died on March 12, 1998. Alley's knowledge of the Federal procurement system and dedication to creating work opportunities for people who are blind or have other severe disabilities were instrumental in the success of the JWOD Program.

Beginning a career he never regretted, Alley started working for the Federal Government in 1958 as a temporary carrier for the Postal Service. He held another Federal job full-time while earning a degree in accounting from Virginia Commonwealth University in Richmond, several hours northeast of his birthplace and hometown of Pulaski, Virginia.

Always ambitious, Alley recognized that Washington, DC was the center of Federal activity, and in May 1964, he obtained an entry level position there at the General Services Administration's Tools Center. Following a brief stint with the Air Force Mortuary Branch, Alley returned to GSA as a Purchasing Agent for the Motor Vehicles Division and spent the next seven years there and with GSA's Furniture and Furnishings Branch.

Through his hard work, Alley caught the attention of his supervisors, who promoted him regularly. Then, in mid-1972, one of those supervisors asked Alley to accompany him to a meeting at the Committee for Purchase of Products and Ser-



THE COMMITTEE AND JWOD COMMUNITY

LOST A DEAR COLLEAGUE IN 1998...

DICK ALLEY... THIS ANNUAL REPORT IS DEDICATED TO HIM AND THE IMMEASURABLE CONTRIBUTIONS HE MADE TO THE JWOD PROGRAM.

vices of the Blind and Other Severely Handicapped, an agency whose legislation had recently been revised to require a full-time Federal staff. There he met Charles Fletcher, the newly

hired Executive Director of the Committee, and said, jokingly in passing, that Fletcher should give him a call if he needed a Deputy. The rest is history!

Starting in October 1972 as the Deputy Executive Director, Alley and two other Committee employees focused first on structuring agency operations. Even with help from National Industries for the Blind (NIB), a national nonprofit organization involved with the program since 1938, this was a daunting task. They had to establish a fair market pricing system and an approach to determining impact on contractors. These policies had to be codified in regulations, and procedures for implementing them had to be spelled out.

In October 1997, Alley marked his 25th year with the Committee. Over the years, he worked with 71 Committee Members; took part in the creation of a second national nonprofit agency (NISH); and contributed substantially to the spectacular growth of the Javits-Wagner-O'Day (JWOD) Program. That growth includes JWOD contract hours worked by people with severe disabilities increasing from 1 million to 26.4 million and JWOD wages earned by such individuals going from \$3 million to \$180 million.

Alley's motto was that everyone can make a difference and public service was his way to do just that. His dedication to

protecting the integrity of the JWOD Program for the people it serves was evident in every action he took. Convinced that he had found the perfect vehicle for using his talents to serve others, Alley was supremely happy in his work.

Dick Alley's dedication to the JWOD Program was never more evident than during the final year of his life. He kept up with Committee issues and focused on regaining his strength so that he could continue the work he loved so



much. In recognition of his many accomplishments, the Commit-

tee established the E. R. "Dick" Alley Career Achievement Award for Federal employees who make extraordinary contributions to the JWOD Program.

Over the years as members and staff came and went, one person remained constant—Dick Alley, the conscience of the JWOD Program. Although his shoes will never be filled, the Committee, with new faces and new challenges, moves on. And he wouldn't have wanted it any other way. ●



CHAIRPERSON'S MESSAGE

Fiscal Year 1998 marked the 60th year of operations for the JWOD Program, which I am pleased to report continues to provide high-quality training and employment opportunities for people who are blind or have other severe disabilities. While the Program has evolved in numerous ways over its history, the changes have accelerated in recent years. And, FY 1998 was arguably the most challenging and change-filled year to date.

Without question, the greatest of the alterations brought by FY 1998 was the loss of Dick Alley, long-time Deputy Executive Director, who passed away in March. Dick was an integral part of the JWOD team for over 25 years, educating many current leaders of the Committee, NIB and NISH, and dedicating himself to defending the integrity of the JWOD Program.

During FY 1998, the Committee membership shifted again, and we had the pleasure of welcoming new members:

- **Frank P. Pugliese, Jr.**, Commissioner, Federal Supply Service, representing the General Services Administration.
- **Timothy A. Beyland**, Associate Deputy Assistant Secretary (Contracting), representing the Department of Air Force.
- **Rear Admiral E. R. Chamberlin**, USN, Principal Deputy Director, Defense Logistics Agency, representing the Department of Defense.

In addition, **Rear Admiral Donald E. Hickman**, USN, Commander, Naval Supply Systems Command, was nominated to represent the Department of Navy

on the Committee and began to attend meetings.

Each of these individuals hit the ground running, demonstrating keen interest in the success of the JWOD Program. In my judgment and that of the staff, the current Committee is as effective and dedicated as any in the Program's history.

I also want to express appreciation in this forum for three departing members: **Carole Dortch** (GSA), **Lee Evey** (Air Force), and **Major General Ray McCoy** (Defense). Their contributions are discussed elsewhere in this report, as is the fine work of two other key members of the JWOD Team who left during 1998: **Judy Moore**, President of National Industries for the Blind and **Jon Higginbotham**, Executive Director, NISH South Region.

But, the changes that engulfed the JWOD team during FY 1998 extended far beyond personnel. Previous years' upheavals related to procurement reform initiatives and greater use of purchase cards continued, while new issues surfaced—seemingly on a weekly if not daily basis. Motivated and empowered, Federal agencies and their staffs moved out on purchasing initiatives involving electronic commerce, commercial distributors, sales of services to other Federal agencies, and other innovative approaches.

Some of these initiatives, including increased contracting out, have benefitted the JWOD Program. Others, such as the move from Federally operated depots to commercial prime vendors, have forced us to rethink our approaches to selling to Federal customers, as well as the



types of products we offer.

The good news is that the entire JWOD team—the Committee, NIB, NISH, nonprofit agencies employing persons with disabilities, and many Federal employees—is working together to make the changes necessary if we are to survive and thrive in this new environment. FY 1998 efforts included revisions to the JWOD service pricing policy; improvements to the Committee's web site and other marketing activities; substantial partnering with GSA, DLA, and VA; and design of a mechanism to protect JWOD jobs in conjunction with consolidated contracts.

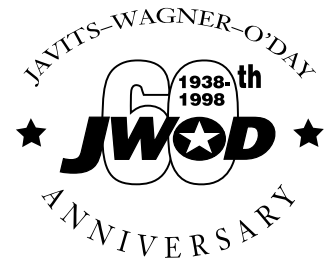
In closing, I want to express particular appreciation to all the JWOD "boosters," whose irreplaceable support is crucial to the success of this valuable program and the people with disabilities it serves.

A handwritten signature in dark ink, reading "Gary J. Krump".

Gary J. Krump
Chairperson

COMMITTEE FOR PURCHASE FROM PEOPLE WHO ARE BLIND OR SEVERELY DISABLED
1998 ANNUAL REPORT

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COMMITTEE RESPONSIBILITIES

In accordance with the legislative history of the Javits-Wagner-O'Day (JWOD) Act (41 U.S.C. 46-48c), the Committee's mission is to use the purchasing power of the Federal Government to provide people who are blind or have other severe disabilities with employment and training that will develop and improve job skills as well as prepare them for employment options outside the JWOD Program. The Committee's primary means of achieving this objective is to direct the Government to procure commodities and services provided by nonprofit agencies employing such persons. Among the major functions carried out by the Committee are:



- Determining which commodities and services are suitable for provision by nonprofit agencies employing persons who are blind or have other severe disabilities, and providing information on such items to Federal personnel through various publications and other means.
- Determining fair market prices for these commodities and services and revising prices in accordance with changing market conditions.
- Assisting Federal agencies to expand procurement from organizations participating in the JWOD Program, and monitoring the compliance of both with Committee regulations and procedures.

Another major responsibility of the Committee is to designate, establish fee ceilings for, and provide guidance to central nonprofit agencies which help State-operated and private nonprofit agencies participate in the JWOD Program. The Committee has designated National Industries for the Blind (NIB) and NISH to provide such assistance.

NIB/NISH ROLES

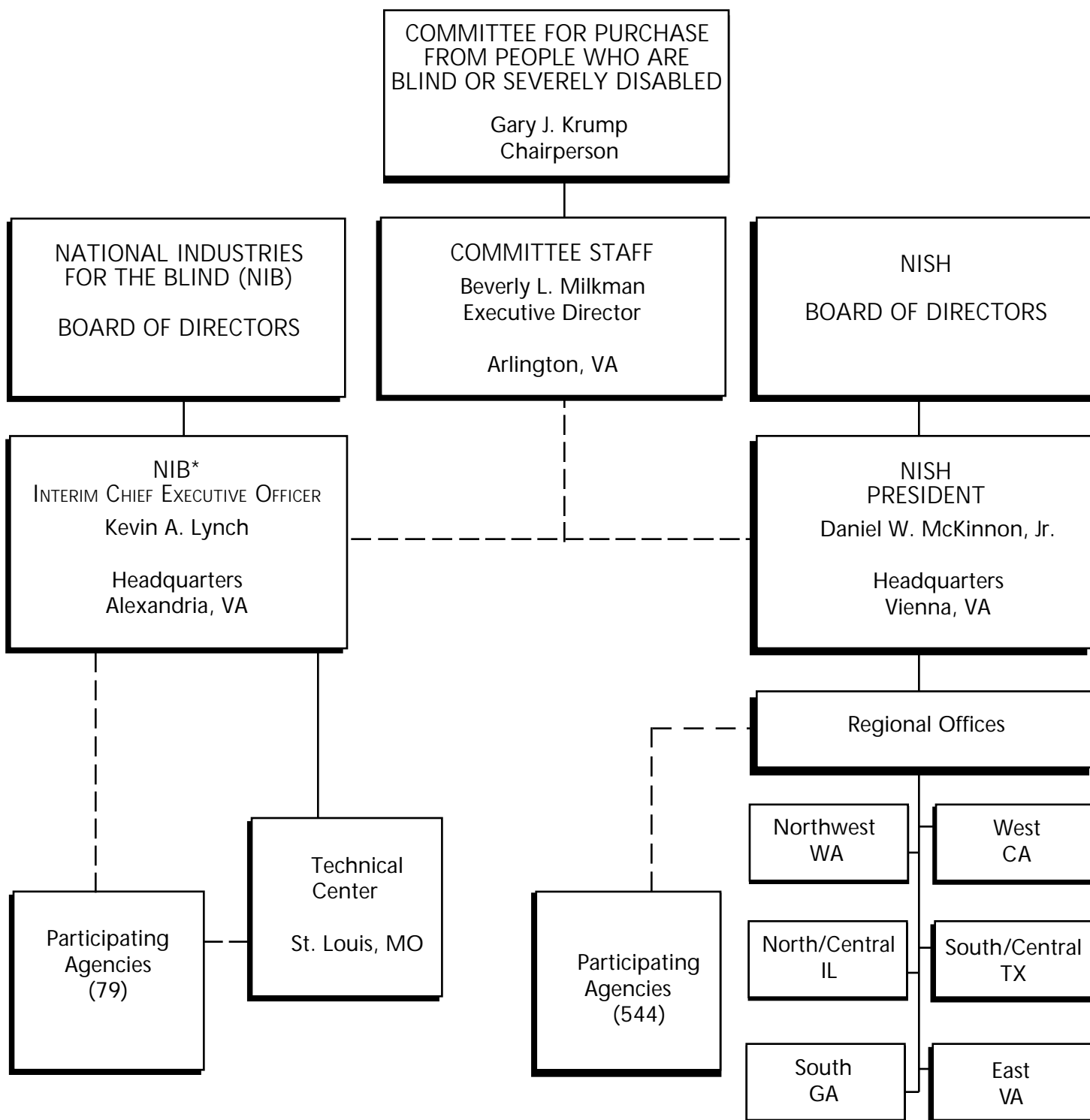
NIB and NISH are independent private organizations, not Federal entities. Each of the 623 State and private nonprofit agencies participating in the JWOD Program at the end of FY 1998 is associated with either NIB or NISH. Major functions carried out by NIB and NISH in conjunction with the JWOD Program are:

- Allocating Government orders for JWOD items among nonprofit agencies.
- Assisting nonprofit agencies to develop new JWOD items for the Committee's consideration; calculate proposed JWOD prices; address production/service provision problems; and comply with Committee regulations.
- Evaluating nonprofit agencies' capabilities to provide specific commodities and services.



NIB and NISH are also responsible for obtaining from Federal contracting activities item procurement histories and other information required by the Committee.

JWOD ORGANIZATIONAL STRUCTURE / FISCAL YEAR 1998



**James D. Gibbons appointed as President, November 1998*

COMMITTEE MEMBERS

Committee members are appointed by the President. Private citizens serve five-year terms and may be reappointed. Federal Government members serve for the period of time their agency designates them.



Gary J. Krump, *Chairperson*
Deputy Assistant Secretary
for Acquisition and
Materiel Management
Department of Veterans Affairs
April 1994



Evelyn Jobe Villines, *Vice*
Chairperson
Private Citizen—Obstacles to
Employment of Persons with
Other Severe Disabilities
April 1994



Timothy A. Beyland
Associate Deputy Assistant
Secretary (Contracting)
Department of the Air Force
July 1998



Hugh L. Brennan
Director, Office of Security
and Administrative Services
Department of Commerce
August 1984



RADM E. R. Chamberlin, SC, USN
Principal Deputy Director
Defense Logistics Agency
Department of Defense
July 1998



Deborah G. Groeber
Private Citizen—Nonprofit Agency
Employees with Other Severe
Disabilities
January 1996



RADM Donald E. Hickman, USN
Commander, Naval Supply
Systems Command
Department of the Navy
Designee



Ira L. Hobbs
Deputy Chief Information Officer
Department of Agriculture
October 1995



Kenneth J. Oscar
Deputy Assistant Secretary of the
Army (Procurement)
Department of the Army
November 1995



Frank P. Pugliese, Jr.
Commissioner, Federal
Supply Service
General Services Administration
July 1998



LeRoy F. Saunders
Private Citizen—Obstacles to
Employment of Persons Who
are Blind
March 1995



Fredric K. Schroeder
Commissioner, Rehabilitation
Services Administration
Department of Education
February 1995



Steven B. Schwalb
Chief Operating Officer, UNICOR
Corporate Management
Federal Prison Industries
Department of Justice
November 1994



Suzanne B. Seiden
Acting Deputy Administrator
Wage and Hour Division
Department of Labor
November 1994



Donald H. Wedewer
Private Citizen—Nonprofit Agency
Employees Who are Blind
April 1994

During FY 1998, the Committee held ten formal meetings, lasting approximately three hours each, with the exception of the full-day July meeting. Unless otherwise noted, the meetings were held at the Committee offices in Arlington, Virginia. The following list identifies key topics discussed at each meeting.

OCTOBER 21, 1997

Arlington, Virginia

NIB Annual Meeting

- GSA Hardware Store Initiative
- PBS Budget Reduction
- Government Business Cards

NOVEMBER 13, 1997

- FOB Destination Pricing
- Procurement List Service Location Changes
- Other Commercial Distributors

DECEMBER 11, 1997

- Contract Batching and JWOD
- NIB Product Marketing Plan
- FY 1997 Compliance Trip Data
- Revised Regulations

JANUARY 8, 1998

- Duluth Lighthouse Toilet Tissue Prices
- Notifying Labor Unions About Proposed Additions
- President's Committee on Employment of People With Disabilities

FEBRUARY 12, 1998

- DoD Proposal to Modify the Randolph-Sheppard Act
- Individual Agency Procurements
- GSA Hardware Store Initiative

MARCH 12, 1998

- Joint Strategic Planning
- NIB/NISH FY 1997 Accomplishments
- 8(a)/Small and Disadvantaged Business Initiative
- Duluth Lighthouse Proposal

MAY 14, 1998

- CNA Fee Subcommittee Report
- Application of CNA Fee to Subcontracts
- Evaluation Criteria and Incentives for JWOD Distributors
- FY 1997 Nonprofit Agency Ratios
- Task Force on Employment of Adults with Disabilities

JUNE 11, 1998

- Meetings with Smart Pay Program (Credit Card) Contractors
- GSA Single Supply System
- Goodwill Industries of Hampton Roads JWOD Project Ratio

JULY 9, 1998

Full day meeting at USDA Beltsville, MD Office Complex

- Incentives for JWOD Desktop Distributors
- Report on Base Supply Centers Operated by Nonprofit Agencies
- Proposed Changes in Committee Service Pricing Policies and Procedures
- Election of Committee Officers
- GSA/FSS JWOD Schedule Concept
- DLA Electronic Ordering System and JWOD
- 8(a) Small and Disadvantaged Business Initiative

SEPTEMBER 10, 1998

- NIB/NISH FY 1999 Plans
- Base Supply Center Authorization



From left to right: (Front Row) Ira Hobbs, Deborah Groeber, Evelyne Villines, Suzanne Seiden, Donald Wedewer, Gary Krump; (Back Row) Steven Schwalb, LeRoy Saunders, Kenneth Oscar, Admiral E. R. Chamberlin, Admiral Donald Hickman, Timothy Beyland

JWOD PROGRAM CELEBRATES 60TH ANNIVERSARY

During Fiscal Year 1998, the Javits-Wagner-O'Day (JWOD) Program celebrated 60 years of creating employment and training opportunities for people who are blind or have other severe disabilities. To commemorate this milestone, National Industries for the Blind (NIB) and NISH hosted a birthday party on Capitol Hill, attended by JWOD supporters from across the country. Representatives of the more than 34,000 JWOD employees who are blind or have other severe disabilities spoke of what their jobs meant to them, while Government and private sector participants pledged to continue support for this time-tested, valuable Federal Program.

Sixty years ago...

The Wagner-O'Day Act of 1938 was passed for the purpose of enabling State and private nonprofit agencies serving persons who are blind to sell their products to the Federal Government, which was thought to be a stable and reliable purchaser. The individuals employed in nonprofit agencies were able to support themselves more fully while gaining competitive skills. A seven-member Government Committee on Purchases of Blind-Made Products was appointed to decide which products should be purchased and what prices should be charged. The Committee had no separate staff, but received some help from an assistant to one of the members. National Industries for the Blind (NIB) was established as a central nonprofit agency to perform a wide range of functions, including the allocation of orders among participating nonprofit agencies and serving as a liaison between those agencies and Federal customers.

In 1971, with product sales from NIB-associated agencies hovering between \$18 and \$25 million, the Act was amended to become the Javits-Wagner-O'Day (JWOD) Act. This expanded statute allowed persons with other severe disabilities to participate and permitted the provision of services to the Government as well as products. The amendment also authorized the Committee for Purchase From People Who Are Blind or Severely Disabled to hire staff and operate as an independent Federal agency overseeing the JWOD Program. At that time, Committee membership was increased to include representatives from

11 Federal agencies, as well as four private citizens representing the interests of people who are blind or who have other severe disabilities. In 1994, NISH was created as a

second central nonprofit agency to provide technical and financial support to nonprofit agencies serving people with a wide range of disabilities.

In the years that followed, the JWOD Program grew in every category and gained recognition in the vocational rehabilitation community as a means of offering a range of well-paying employment and training options for individuals who are blind or have other severe disabilities. At the same

time, the Federal procurement community came to appreciate the flexibility and capabilities represented by the JWOD Program and began to call upon it to resolve contracting problems.

Today...

The JWOD Program continues its important mission. The dramatic growth of the Program over the last 60 years is illustrated in this report, with sales in FY 1998 exceeding \$800 million, and wages paid to such individuals rising to almost \$180 million. Similarly, the number of direct labor hours worked and the number of participating nonprofit agencies have grown far beyond what the Program's founders could have envisioned. Also illustrative of the Program's expansion is the continuing diversification of products and services and the increasing sophistication exhibited by many nonprofit agencies. The Committee, NIB and NISH staff have also expanded considerably with a total employment of approximately 200 persons.

Despite these changes, much remains the same. The need for employment and training options for people who are blind or have other severe disabilities, among whom the unemployment rate remains unacceptably high, is undiminished. The Government continues to require high-quality, reasonably priced products and services from reliable contractors. And, finally, the Program is still committed to providing Federal customers with such products and services and to giving persons who are blind or who have other severe disabilities an opportunity to work, thereby enabling them to earn income, gain greater independence, and achieve their share of the American dream. ●



JWOD 60th birthday celebration on Capitol Hill, July 15, 1998.



MILESTONES

In FY 1998, the Committee said farewell to several dedicated colleagues: Carole A. Dortch, Walker Lee Evey, and Major General Ray E. McCoy. Their varied contributions to the JWOD Program increased its effectiveness, leading to more employment and training opportunities for individuals who are blind or have other severe disabilities.

Carole A. Dortch, Administrator, Region 4, represented the General Services Administration from 1994 to 1998. As the first regional Federal official to serve on the Committee, Dortch brought a unique perspective to discussions. Her tenure was particularly timely because it coincided with reductions in the Public Buildings Service's budget. As a key official charged with administering that budget at the regional



level, Dortch helped Committee and NISH staff understand the issues confronting PBS, which resulted in more effective partnering at Headquarters and regional levels. In addition to assisting in resolving Public Buildings Service issues in her region, Dortch also supported the development of a cooperative approach to pricing JWOD janitorial service contracts in her region, which became a model for all other GSA Regions.

Walker Lee Evey, Associate Deputy Assistant Secretary (Contracting), represented the Department of the Air Force from 1996 to 1997. Evey, with his procurement expertise and belief in the value of the JWOD Program, was valuable in resolving issues within the Department of Air Force, as well as the Department of Defense. His accomplishments included supporting Base Supply Centers on Air Force bases; supporting JWOD in the outsourcing of DOD support functions; assisting with issues involving mess hall contracts; and working to create a separate JWOD subcontract as part of the Florida Base Operation contract. His previous experience at NASA was helpful in handling a difficult situation involving a proposed contract at the NASA Goddard Space Flight Center. As a result of the experience, Evey worked with the Committee staff to increase cooperation between the JWOD and 8(a)/Small and Disadvantaged Business Programs.



Major General Ray E. McCoy, Principal Deputy Director, Defense Logistics Agency, retired from



Judy Moore presents a plaque to departing Committee Member, Major General **Ray McCoy**.

active duty in October 1997, and thus stepped down from the Committee as well. McCoy began representing the Department of Defense at Committee meetings and providing assistance to the JWOD Program in 1995. McCoy was very cooperative in resolving issues pertaining to provision of supplies for the Defense Supply Center-Philadelphia under the JWOD Program. He, along with Lee Evey and the members representing the Departments of Navy and Army, distributed a memorandum to military customers requesting their support for the purchase of medical and surgical supplies under the JWOD Program. McCoy also graciously hosted an all-day Committee meeting at DLA Headquarters.

TRIBUTES

In FY 1998, two senior NIB and NISH managers left their positions. Judith D. Moore, President and CEO of the National Industries for the Blind since August 1994, accepted another job in March 1998. During her tenure, Moore used her private and nonprofit sector management experience to help NIB and its associated nonprofit agencies adjust to the challenges of a changing procurement environment. Committed to finding projects that would generate jobs for people who are blind, Moore encouraged staff and associated agencies to explore service contract opportunities, particularly those that would create entry-level professional positions. She also emphasized the need for business-oriented management of nonprofit agencies, including both staff and boards of directors. Better relations with consumer groups and Members of Congress were hallmarks of Moore's tenure as well. The Committee applauds

continued on next page

MILESTONES

TRIBUTES

continued from page 9

Moore's contributions to the JWOD Program during perhaps the most difficult period in its history.

The JWOD community also said farewell to Jon Higginbotham. For 17 years, Higginbotham was the Executive Director of NISH's South Region, which consists of the States of Georgia, Florida, Alabama, Kentucky, Mississippi, North and South Carolina and Tennessee, as well as Puerto Rico and the Virgin Islands. When he began as Executive Director, the South Region had four JWOD projects with an annual value of approximately \$800,000. Through the years, Higginbotham aggressively pursued JWOD projects for NISH agencies, while zealously protecting the integrity of the JWOD Program. At the time of his retirement in June 1998, the South Region was administering over 500 JWOD contracts employing more than 4,600 persons with disabilities. These contracts generate an estimated annual revenue of over \$81 million. The Committee salutes Higginbotham for his achievements and



devotion to creating employment opportunities for people with severe disabilities. ●

COMMITTEE AWARD RECIPIENTS

Outstanding Contributions Award—Steve West

Steve West is a Contract Price/Cost Analyst with the 10th Air Base Wing at the U.S. Air Force Academy in Colorado Springs, Colorado. On April 20, 1998, he was presented with an Outstanding Contributions Award by Committee Chairperson Gary Krump at the NISH National Training Conference in Chicago.

West was cited for his role in the success of two large custodial projects operated by Goodwill Industrial Services Corporation of Colorado Springs, which encompass the cadet dormitories and the base portion of the Air Force Academy. These contracts employ over 100 people with severe disabilities. During all phases of each project, West was the key individual who kept the Academy focused on the true purpose of JWOD—to provide jobs and

training opportunities to people with severe disabilities. Four project sites for laundry services have also been added to the Procurement List with West's assistance. They include the cadet linen exchange, the Academy's hospital, the cadet dining hall and the base laundry service. As a result of this effort, it is expected that 13 additional individuals with severe disabilities will be employed on JWOD jobs.

West has also assisted the NISH East Region in its efforts to add new services at the U.S. Military Academy

and the U.S. Coast Guard Academy. As Chairperson Krump indicated when congratulating West for his strong advocacy and support, he is an honest broker, insuring that the Academy and Goodwill both receive fair and equal treatment, and he is the "go to person" whenever new or old issues need to be resolved. ●



Outstanding Contributions Award–Linda Dean

On April 20, 1998, **Linda Dean**, Chief of Contracting for the Department of Veterans Affairs (VA) Medical Center in Houston, was recognized at the NISH National Training Conference for her outstanding contributions to the Javits-Wagner-O'Day (JWOD) Program. In presenting the award, Committee Chairperson Gary Krump praised Dean for her efforts in helping the VA get more JWOD services recognized as viable alternatives for its 170 medical centers.

It was through Dean's initiative and persuasive abilities that the Houston medical center allowed NISH and the Center for the Retarded to give a comprehensive presentation about how a 24-hour-a-day, 7-day-a-week patient escort service could be performed

to the satisfaction of all concerned. The JWOD project provides rewarding employment for 18 individuals with severe disabilities. Dean was with the JWOD team at each pivotal period of the project. With assistance from the nursing staff and the nonprofit agency, Dean developed the Statement of Work ensuring that there was a clear understanding of what the duties and responsibilities would be.

The jobs provided through Dean's advocacy have helped improve the patient care provided to veterans, and they have immeasurably enriched the lives of the individuals with severe disabilities working on the contract. As a result of her experience, Dean agreed to participate in a VA video titled "VA and JWOD, a Partnership That Works". In



congratulating her, Krump stated, "To go on camera and to voice the support for the Program as she did speaks volumes for the kind of person Ms. Dean truly is and how she feels about NISH and JWOD." ●

Outstanding Contributions Award–Gary Casteel, Patricia Pierson and George Clark



Three individuals who played instrumental roles in launching the first National Industries for the Blind (NIB) brand name partnership shared an Outstanding Contributions Award at the NIB Annual Conference in Arlington, Virginia, in October 1997. Accepting the award was the leadership team of the former GSA Paints

and Chemicals Commodity Center in Auburn, Washington: **Gary Casteel**, **Patricia Pierson** (pictured at left) and **George Clark**.

Gary Casteel, Assistant Regional Administrator, provided input and insight necessary to scale various roadblocks encountered along the way toward meeting project objectives. **Patricia Pierson**, Director of the Paints and Chemicals Center, helped develop a competitive pricing system for the new product line, ensuring financial stability for the producing nonprofit agency. **George Clark**, Deputy Director, provided expertise in product identification, packaging,

continued on next page

COMMITTEE AWARD RECIPIENTS

Outstanding Contributions Award—Gary Duel, Defense Commissary Agency

Gary Duel, Manager of the Marketing Business Unit at the Defense Commissary Agency (DeCA), also received a JWOD Program Outstanding Contributions Award. Unable to attend the NIB Conference, Duel was presented with the award at the Committee's January 1998 meeting in Arlington, Virginia. For more than twenty years, Duel has played a vital role in a number of JWOD Program marketing initiatives, particularly the SKILCRAFT Military Resale Program. Duel has helped NIB introduce major product lines into military commissaries, including candles, gourmet textiles, and various

kitchen gadgets—all produced by workers who are blind.

Duel's most recent effort, the "Impulse Marketing Program," is bound to be another winner for DeCA's customers and the JWOD Program. "Impulse sales" utilize previously un-used space to merchandise seasonal items, to promote specific products for a limited period of time, or to display related items next to each other. Winston-Salem Industries for the Blind will supply those impulse items to DeCA, creating additional jobs for people who are blind. This will also establish the SKILCRAFT brand name in every section and aisle of the commis-



sary.

For Duel's tireless work, which has benefitted the Military Resale Program in countless ways, he was praised as a most deserving recipient of the JWOD Program Outstanding Contributions Award. ●

Outstanding Contributions Award—John Tate

John Tate works for GSA's Public Buildings Service (PBS) in the Pacific Rim Region, San Francisco headquarters. As Building Services Branch Chief, he



has monitored the delicate balance between the compulsory PBS budget reductions and the socioeconomic interests of the JWOD Program for the past five years. During this period, the strength of the partnership that developed between NISH and the GSA Regional Office is evidence of Tate's commitment and integrity.

Charged with eliminating \$3.5 million dollars from existing JWOD service contracts, Tate compensated by seeking additional opportunities for the JWOD Program to increase employment. He more than offset the impact by finding new work that created

46 JWOD jobs. Tate was also one of the first customers to take advantage of the Basic Ordering Agreement (BOA) for temporary administrative and support services. Shortly after his example, nine GSA field offices made similar requests for relatively long-term, full-time temporary administrative staff support.

In April 1998, Tate was presented the JWOD Outstanding Contributions Award at the NISH National Training Conference. His extraordinary support of the JWOD Program is greatly appreciated and his efforts were applauded by all in attendance. ●

Casteel, Pierson, and Clark

continued from previous page

price points and distribution.

Although the Auburn Depot is no longer operational, the dedica-

tion and commitment Casteel, Pierson and Clark showed in ensuring the success of this project continues to be rewarded with increased sales of brand name floor care products, providing new and popular products for

manufacture by people who are blind. The brand name concept has also proven to be replicable in other product lines, which will in turn generate even greater employment opportunities throughout the JWOD Program. ●

Outstanding Contributions Award–Rita Brede

As Head of the Contracts Office at the Naval Facilities Command (Engineering Field Activity Midwest) in Great Lakes, Illinois, Rita Brede's dynamic personality and commitment to the JWOD Program are evident in her actions. Brede was named a JWOD Program Outstanding Contributor for her role in the development of an administrative services contract at the Great Lakes Naval Training Center. Due to a sudden illness, Brede was unable to accept her award in person, but a colleague accepted on her behalf during 1998 NISH National Training Conference.

NISH and GWS, Inc., a JWOD participating nonprofit agency, confronted a number of challenges in getting this contract off the ground and running. However, Brede's faith in the JWOD Program and the nonprofit agency's ability

to perform was unwavering. Her steadfast efforts were rewarded. The contract has grown from two full-time equivalents to the current staffing of eight.

Brede worked with GWS to define the administrative needs of each customer and find the ideal match among GWS employees. The jobs created

include a receptionist, data entry clerk, word processor, general clerk and office manager. Thanks to Rita Brede, these workers with disabilities are



productive members of the Great Lakes workforce. ●

Outstanding Contributions Award–GSA Great Lakes Regional Office

The final presentation for outstanding contributions

to the JWOD Program at NISH's 1998 National Training Conference was made to the **GSA Great Lakes Regional Office**. It was accepted by Deputy Regional Administrator Kenneth Kalscheur on behalf of the entire Public Buildings Service team.

This group of dedicated JWOD advocates leads the nation in the highest

ratio of JWOD contracts to commercial contracts for any GSA



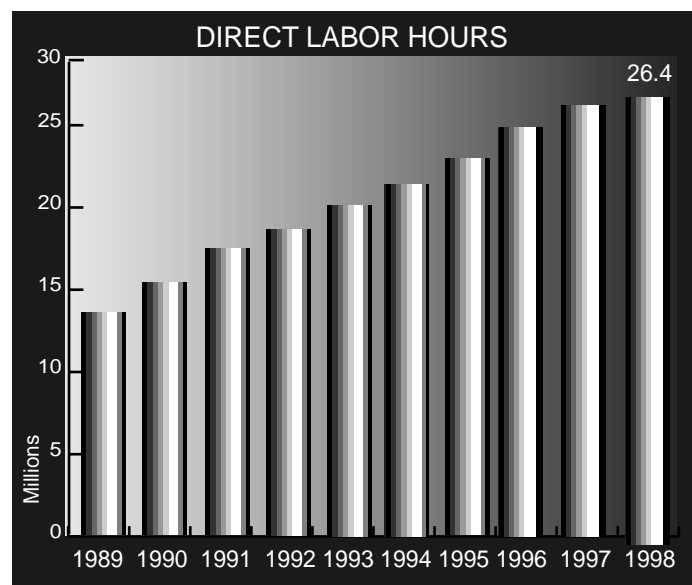
region. The Great Lakes Region alone helps ensure employment for more than 650 individuals with severe disabilities. The contracts are performed at 55 different locations, and employees earn an average wage of \$7.67 per hour. Though faced with increasing demands to make drastic budget cuts to building services, Kalscheur and the Great Lakes Region staff maintained their strong support for the JWOD Program. They continue to "carry the torch" for JWOD employment, through their open door policy to education and training of the NISH team at GSA classes, and through their monthly partnering meetings with NISH staff. ●

JWOD IMPACT BY STATE

STATE	JWOD WORKERS	JWOD DIRECT LABOR HOURS	JWOD WAGES
ALABAMA	476	511,171	\$3,258,999
ALASKA	164	165,189	\$1,548,884
ARIZONA	525	379,626	\$2,287,274
ARKANSAS	262	238,012	\$1,323,989
CALIFORNIA	2,109	2,141,974	\$17,407,876
COLORADO	598	404,541	\$2,487,638
CONNECTICUT	631	249,151	\$983,778
DELAWARE	13	9,947	\$62,755
D. C.	712	584,246	\$4,283,978
FLORIDA	1,517	1,466,268	\$9,568,377
GEORGIA	820	839,190	\$4,979,796
GUAM	10	3,746	\$25,700
HAWAII	221	155,500	\$1,003,436
IDAHO	405	177,051	\$1,184,029
ILLINOIS	1,106	725,586	\$5,160,630
INDIANA	431	255,260	\$1,015,093
IOWA	74	66,996	\$462,719
KANSAS	159	151,572	\$914,256
KENTUCKY	279	124,701	\$881,654
LOUISIANA	574	494,824	\$2,859,087
MAINE	95	61,436	\$357,861
MARYLAND	1,658	1,292,792	\$9,279,308
MASSACHUSETTS	536	353,953	\$2,871,202
MICHIGAN	1,106	564,079	\$3,593,563
MINNESOTA	960	774,959	\$5,001,881
MISSISSIPPI	1,005	778,214	\$5,109,896
MISSOURI	702	471,100	\$2,778,212
MONTANA	139	102,186	\$346,771
NEBRASKA	268	197,785	\$927,873
NEVADA	114	95,202	\$797,380
NEW HAMPSHIRE	68	36,301	\$289,642
NEW JERSEY	185	424,885	\$2,411,294
NEW MEXICO	561	369,051	\$2,451,377
NEW YORK	1,505	1,249,773	\$12,850,181
NORTH CAROLINA	1,050	891,864	\$5,954,594
NORTH DAKOTA	169	129,286	\$772,671
OHIO	1,003	651,292	\$5,058,617
OKLAHOMA	545	293,735	\$1,942,305
OREGON	448	299,244	\$2,643,121
PENNSYLVANIA	1,554	940,937	\$4,882,519
RHODE ISLAND	183	141,922	\$1,249,798
SOUTH CAROLINA	746	321,178	\$2,014,067
SOUTH DAKOTA	301	300,372	\$1,710,055
TENNESSEE	546	271,941	\$1,547,895
TEXAS	2,650	2,465,345	\$15,485,709
UTAH	275	203,511	\$1,220,615
VERMONT	9	7,099	\$57,166
VIRGINIA	2,380	2,037,251	\$14,233,015
WASHINGTON	799	717,984	\$5,484,493
WEST VIRGINIA	261	296,682	\$2,171,507
WISCONSIN	613	484,935	\$2,434,389
WYOMING	44	38,212	\$286,020

Direct Labor Hours

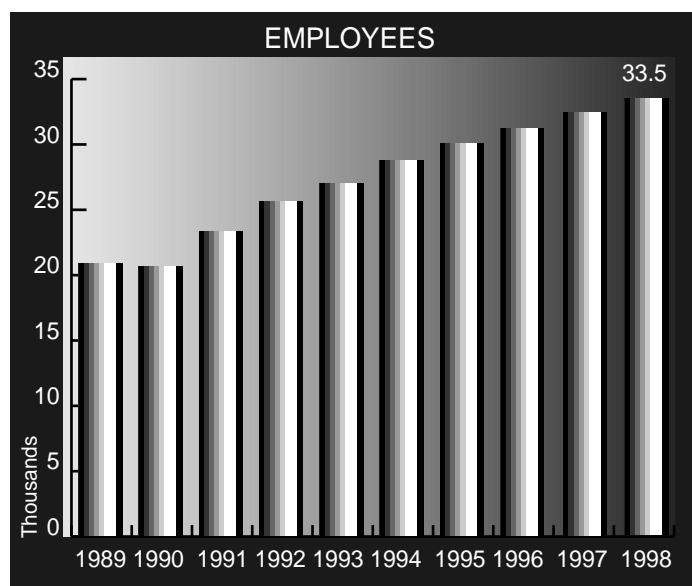
During FY 1998, direct labor hours worked on JWOD projects by people who are blind or have other severe disabilities increased once again, reaching a record **26,409,057** and exceeding the FY 1997 total by 1.6 percent. This is the lowest percentage increase in hours worked in over a decade and reflects changes in Federal procurement practices that have hurt sales of JWOD office supply, medical/surgical and other common-use products with commercial equivalents. An even greater impact resulted from the budget problems of two agencies that have many JWOD service contracts and had to cut back on the resources going to those contracts. Approximately 22.6 million hours (86 percent) were reported by NISH-associated agencies serving people with a range of severe disabilities. The remaining 3.8 million hours (14 percent) were preformed in NIB-associated agencies serving people who are blind. The agencies associated with NISH registered an increase over FY 1997 of 1.9 percent, while NIB associates reported an increase of .42 percent. This was the second straight year in which NIB agencies reported a small increase after many years of declines.



JWOD Employees Who Are Blind or Have Other Severe Disabilities

In FY 1998, the JWOD Program provided employment opportunities for **33,564** persons who are blind or have other severe disabilities. This represents an additional 1,745 individuals who worked on JWOD contracts in FY 1998, compared to the FY 1997 total of 31,819 people with severe disabilities.

Nonprofit agencies associated with NISH employed 29,828 persons, up from 28,283 in FY 1997, for a 5.5 percent increase. Nonprofit agencies affiliated with National Industries for the Blind (NIB) experienced their first significant increase in persons employed in the JWOD Program in over a decade. In FY 1998, NIB agencies provided jobs for 3,736 individuals who are blind, an increase of 200 persons or 5.7 percent over FY 1997.



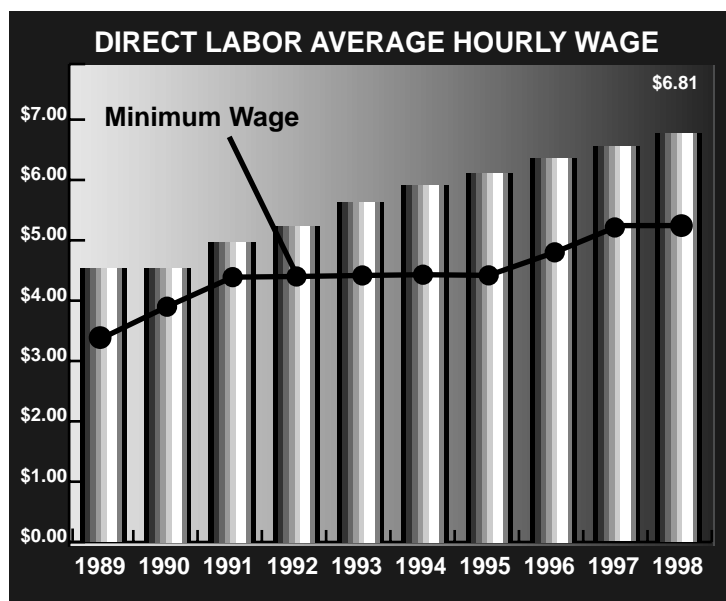
Direct Labor Wages



One of the most notable statistics of the JWOD program is the amount of income it generates for people who are blind or have other severe disabilities. During FY 1998, such individuals employed in direct labor on JWOD contracts received **\$179.9 million** in wages, an increase of 4.2 percent over FY 1997. Consistent with the distribution of employees in organizations associated with NISH and NIB, persons working in NISH-associated agencies received \$156.6 million, or 87 percent of total JWOD wages. Persons who are blind performing JWOD direct labor in organizations associated with NIB earned \$23.3 million in wages last year.

Both groups of organizations experienced overall increases in wages from FY 1997 to FY 1998. In NISH's case, the increase in wages was nearly 4 percent, while NIB associated agencies reported an increase of just over 7 percent.

Direct Labor Average Hourly Wage



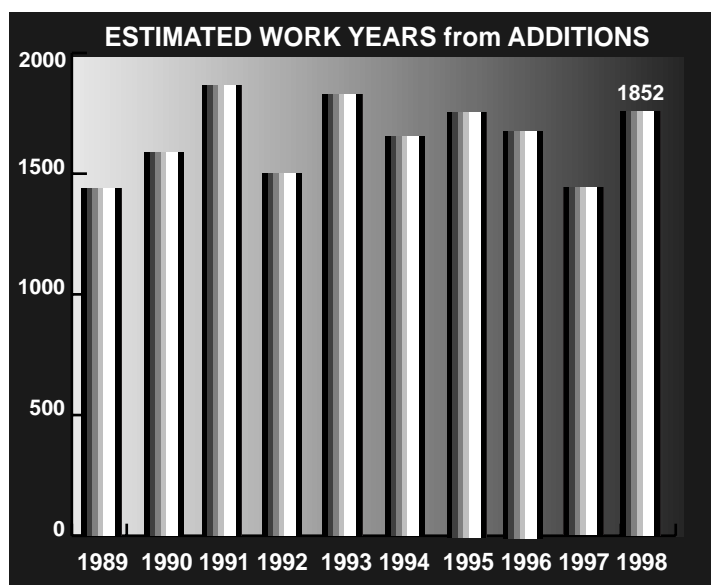
The average hourly wage paid to JWOD direct labor employees rose once again in FY 1998. The **\$6.81** average wage exceeds the Federal minimum wage of \$5.15 an hour by 32 percent. This reflects the relatively high level of wages paid under the Service Contract Act.

Among NISH affiliates, the average wage is an impressive \$6.92, again reflecting the wage levels required on Federal service contracts. The \$6.92 figure represents an increase of almost 2 percent over FY 1997 wages. NIB associates paid their direct labor employees an average of \$6.19 an hour on JWOD contracts, an increase of almost 7 percent over FY 1997. Although this is somewhat less than the NISH affiliates' average, it is still 20 percent higher than the Federal minimum wage. Moreover, the level of increase is partially attributable to NIB associates' expanded provision of services, including under the GSA temporary administrative services basic ordering agreement.

Estimated Number of Work Years Created from Additions to the Procurement List

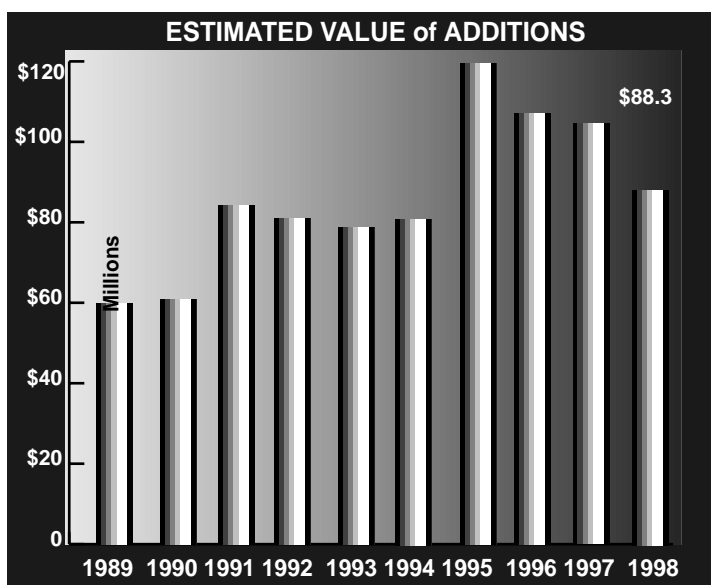
Products and services added to the Procurement List in FY 1998 are expected to generate **1,852** new work years of employment for people who are blind or have other severe disabilities. A work year is equivalent to one full-time job, or 2,000 hours of work. Agencies affiliated with NISH accounted for 1,707, or 92 percent, of the work years added. Agencies associated with NIB received approval for additions estimated to create 145 (8 percent) new work years for people who are blind.

Of the new work years for people who are blind or have other severe disabilities, nearly 86 percent were associated with services, while the remaining 14 percent were associated with products. Eighty-nine percent of the estimated work years for additions involving nonprofit agencies affiliated with NISH were for services, while 11 percent were for products. New work years for NIB service additions accounted for 57 percent of all work years.



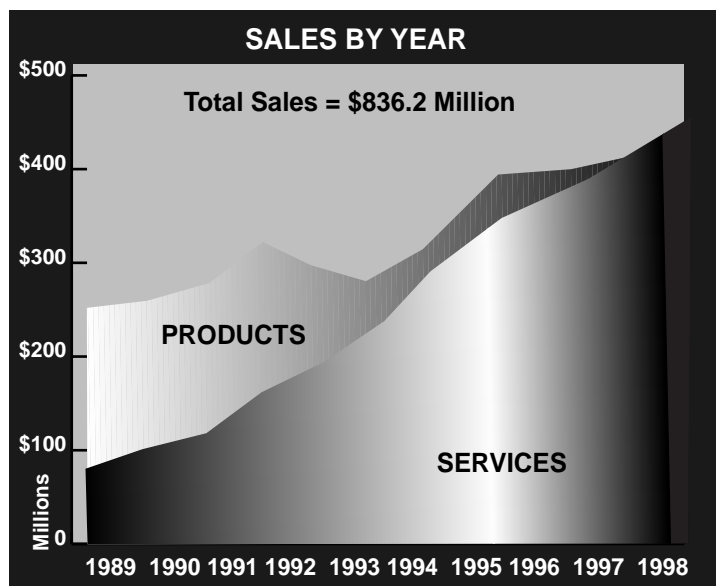
Estimated Value of Additions to the Procurement List

Procurement List additions during FY 1998 had an estimated value of **\$88.3 million**, a decrease of \$16.5 million from 1997. Of the \$88.3 million, approximately \$75.3 million represents supplies and services furnished by NISH-associated nonprofit agencies. This is an increase of \$10.9 million over FY 1997. The remaining \$13 million in additions will generate employment and training for people working in agencies associated with NIB. Services constituted 67 percent of the value of new additions, with a total of \$58.8 million. Products accounted for the remaining 33 percent, or approximately \$28.7 million.



JWOD SALES

Sales by Year

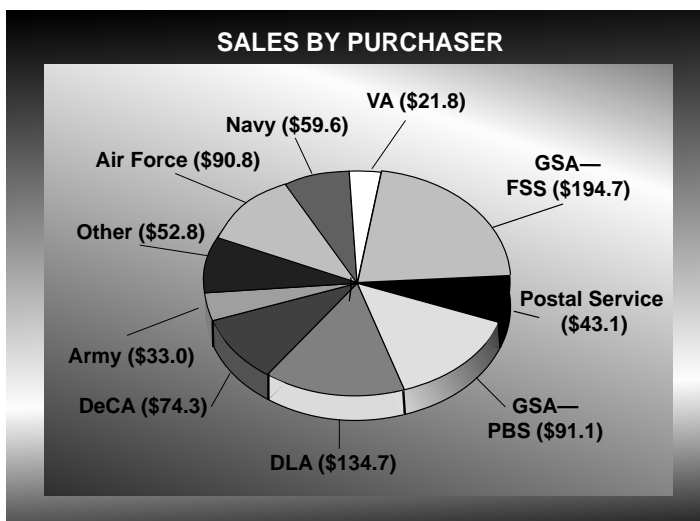


The upward trend of JWOD product and service sales continued, but slowed in FY 1998. The 5.4 percent growth rate—from \$793.2 million in FY 1997 to approximately \$836.2 million in FY

1998—was the lowest percentage increase since FY 1992, when FY 1991 overstocking associated with Desert Shield/Storm and Defense downsizing combined to hold sales increases to under one percent. The lower growth rate overall was attributable to a reduction in NIB product sales and much slower growth in NISH service sales. Of the \$836.2 million, sales by nonprofit agencies associated with NIB totaled \$246.4 million (29 percent), while sales by NISH-associated agencies reached \$589.7 million (71 percent).

Of the sales by NISH-associated agencies, \$438.9 million were for services, up by only four percent from FY 1997, and \$150.8 million were for products. While the product sales show a 28 percent increase, this is misleading because it reflects substantial sales of an extremely expensive military clothing item, without which NISH agencies' product sales actually declined. On the positive side, JWOD service sales of NIB associates continued to climb, reaching \$13.8 million, a 44 percent increase from the previous year and up 283% from FY 1995.

Sales by Purchaser



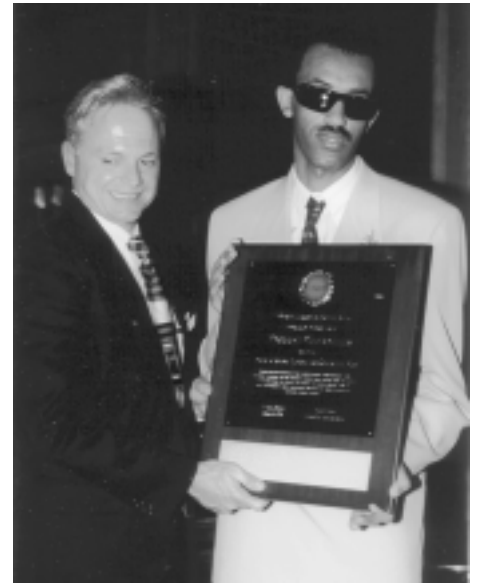
In FY 1998, sales to half of the major departments increased, while sales to the other half decreased. Although the Federal Supply Service of the General Services Administration (GSA) continued to be

one of the two most important Federal distributors for the JWOD Program, sales decreased \$8.5 million from FY 1997 sales of \$203.2 million to \$194.7 million in FY 1998. However, sales to the other large buyer, the Defense Logistics Agency (DLA), increased \$22.3 million, from \$112.4 million in FY 1997 to \$134.7 million in FY 1998. The Public Buildings Service of GSA maintained its position as the JWOD Program's third-largest customer, although it showed a decrease from FY 1997 sales of \$95.3 million to FY 1998 sales of \$91.1 million. The second highest increase in sales was to the Air Force—\$17.5 million, or 24 percent, over FY 1997. Sales to the Defense Commissary Agency, the Department of Navy and the Department of Veterans Affairs experienced slight increases. The "Other" category, which includes sales made to all other Federal agencies excluding their purchases through GSA or DLA, had a significant decrease of \$24.7 million, or 32 percent from FY 1997. Sales to the Army and Postal Service also decreased slightly.

Peter J. Salmon Service Employee of the Year: Yoseph Getachew

In October 1998, National Industries for the Blind (NIB) honored **Yoseph Getachew** by naming him the Peter J. Salmon Service Employee of the Year. As a college student, Getachew was diagnosed with a brain tumor that caused him to lose most of his vision and some hearing ability, but it was successfully removed in time to save his life. He went through rehabilitation training and then found employment with Virginia Industries for the Blind. For the past four years, he has worked on a JWOD service contract at GSA's Franconia Distribution Center in Springfield, Virginia.

Getachew was selected for his dedication and performance as a Customer Service Representative at the GSA facility, where he takes calls from Government customers ordering office and industrial supplies. He uses adaptive equipment to tap into GSA's computer system, where he establishes accounts, places orders, checks status and handles complaints. Getachew embodies qualities of strength, perseverance, independence and dignity...qualities that NIB champions. The award was formally presented during the NIB Annual Conference in St. Louis.



Peter J. Salmon Manufacturing Employee of the Year: Violet Thompson

Violet Thompson was presented with the Peter J. Salmon National Manufacturing Employee of the Year Award during ceremonies at the 1998 NIB Annual Conference. Thompson is associated with ABVI-Goodwill Industries in Rochester, New York. She has a visual impairment, attributed to excessive oxygen at birth. Thompson finished school and was a "stay-at-home mom" for many years before venturing into the workforce.

In seven short years, Thompson went from being a new hire to a lead worker for ABVI-Goodwill Industries. Utilizing assistive technology, she carries out daily tasks dealing with payroll, employee communications, inventory and production flow. Thompson is the kind of employee who would be an asset to any company or



organization. Each day, she demonstrates how training and assistive technology enable

people who are blind to perform their job duties to the highest standards.

NIB/NISH AWARD RECIPIENTS

Milton J. Samuelson Career Achievement Award: William H. Hawkins



At only 33 years old, **William Hawkins** was honored by NIB with the presentation of the Milton J. Samuelson Career Achievement Award. It was presented at the 1998 NIB National Conference, and is bestowed on

the top was no easy task. Hawkins, who lost his sight to glaucoma and cataracts by the age of three, completed his college education via night classes while working as a machine operator assembling pens for the

an individual who is employed within or outside an NIB-associated nonprofit agency in a competitive position. Hawkins is now an officer with UMB Bank in St. Louis.

His climb to

Alphapointe Association for the Blind in Kansas City, Missouri. At the same time, he sold insurance to finance the needs of a growing family. With the assistance of IM Cares, a placement firm for individuals with disabilities, Hawkins landed a part time job with UMB. The rest is history, as Hawkins proved to his employer, over and over again, that he could handle the ever-increasing demands of the banking business.

While Hawkins continues to work at the bank, he and his wife also operate their own business specializing in home and business security devices. He is a prime example of how hard work, while maintaining focus, can help anyone achieve their dreams. ●

William M. Usdane Award Recipient: Marie-Terese Henderson

Marie-Terese Henderson was selected by NISH to receive the William M. Usdane Award for the skills and determination she brings to work at the Naval Air Warfare Center in Orlando, Florida. Henderson, an associate of Goodwill Industries of Central Florida, works on a variety of projects in connection with a Javits-Wagner-O'Day (JWOD) contract. She accepted the honor during the 1998 NISH National Training Conference in Chicago. The award, presented to a person with a severe disability employed on a JWOD contract, is named for one of the founding fathers of NISH.

After a serious car accident in which she suffered multiple trauma, fractures, and a severe head injury, Henderson overcame

the challenges of recovery and extensive rehabilitation. Despite some remaining effects of the accident, Henderson performs her job with exceptional efficiency and organization. She is responsible for keeping track of a fleet of Government vehicles, processing shipping invoices and managing maintenance service contracts.

She has also initiated a number of workplace morale-boosting projects and demonstrates excel-



lent interpersonal skills while communicating with co-workers. Henderson has the true spirit of an individual who excels in life. ●

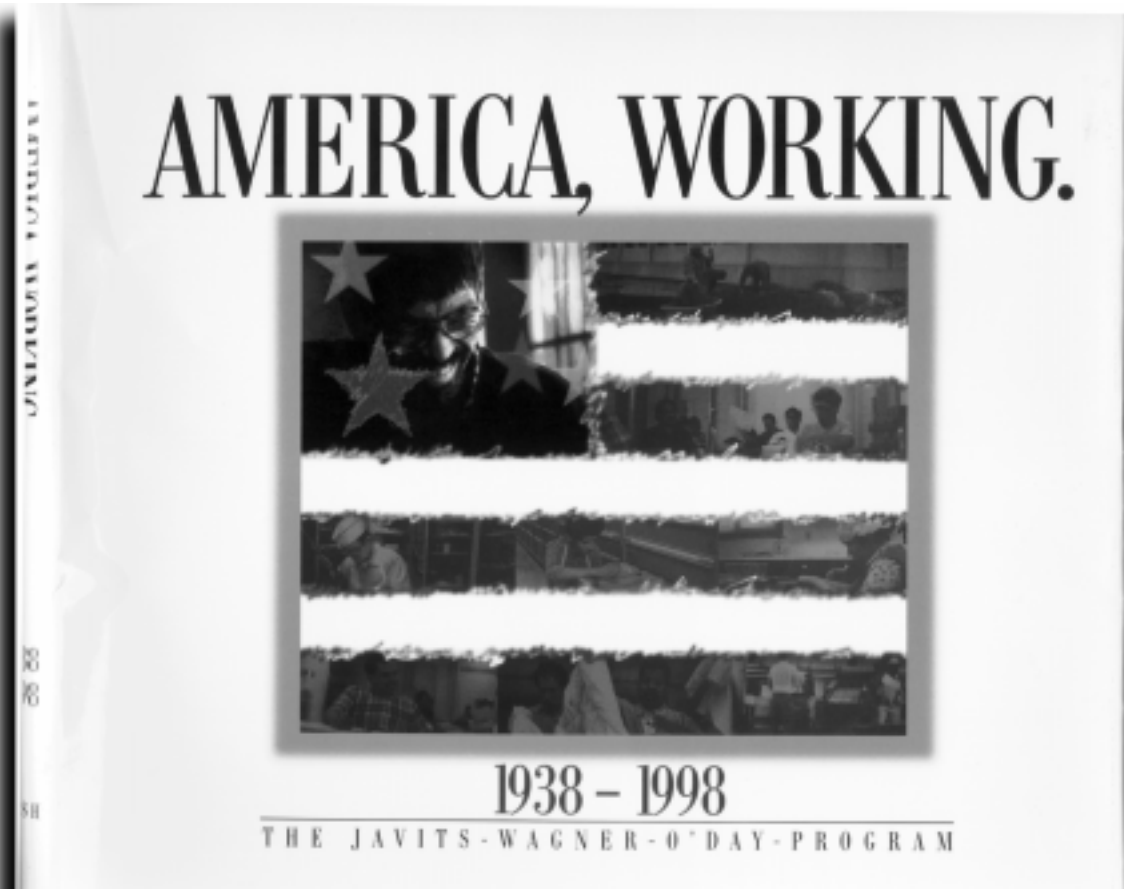
Evelyne Villines Award Recipient: Marian Hollars

Marian Hollars, represents the tenacity and courage that is an inspiration to us all. Despite being told repeatedly that she was not capable of employment in a competitive environment, Hollars pressed on. Today, she is the recipient of the Evelyne Villines Award for her performance above and beyond all initial expectations at a commercial retail operation. The Villines Award is presented to an individual with a severe disability who has moved from the JWOD Program to private sector employment, and is named for a founding board member of NISH (who is currently a Committee member.)



The fact that Hollars has Down's Syndrome and mental retardation never deterred her or prevented her from excelling in

her work... advancing to a position where she makes independent decisions in performing her daily tasks. She is a favorite of her customers at Bargain Depot, a retail store in Wichita Falls, Texas. Her achievements were acknowledged during award ceremonies at the 1998 NISH National Training Conference. ●



Artwork from the jacket of a JWOD 60th Anniversary book published by NISH.

NONPROFIT AGENCIES PARTICIPATING IN THE JWOD PROGRAM

*Nonprofit agencies authorized to produce supplies and/or services under the JWOD Program during FY 1998 are listed below. There were a total of **623** nonprofit agencies with items on the Committee's Procurement List, a net decrease of 3 from the 626 authorized in FY 1997. The net decrease of 3 reflects 31 new participating agencies and 34 agencies that left the Program.*

ALABAMA—11

Anniston
Opportunity Center Easter Seal
Rehabilitation Facility (NISH)
Birmingham
Alabama Goodwill Industries,
Inc. (NISH)
Workshop & Rehabilitation
Facilities for the Blind &
Disabled, Inc. (NISH)
Easter Seals Occupational
Rehabilitation Center (NISH)
Huntsville
Huntsville Rehabilitation
Foundation (NISH)
The ARC of Madison County,
Inc. (NISH)
Phoenix Service, Inc. (NISH)
Mobile
GWI Services, Inc. (NISH)
Montgomery
Goodwill Industries of Central
Alabama, Inc. (NISH)
Muscle Shoals
Northwest Alabama Easter Seal
Children's Clinic—
Rehabilitation Center (NISH)
Talladega
Alabama Industries for the Blind
(NIB)

ALASKA—3

Anchorage
Assets, Inc. (NISH)
Fairbanks
Fairbanks Resource Agency, Inc.
(NISH)
Juneau
REACH, Inc. (NISH)

ARIZONA—12

Bisbee
Cochise County Association for
the Handicapped (NISH)
Mesa
Mesa ARC (NISH)
Nogales
Santa Cruz Training Programs,
Inc. (NISH)
Phoenix
AFH Enterprises, Inc. (NISH)
Arizona Industries for the Blind
(NIB)
Goodwill Community Service,
Inc. (NISH)
Tempe
The Centers for Habilitation/TCH
(NISH)

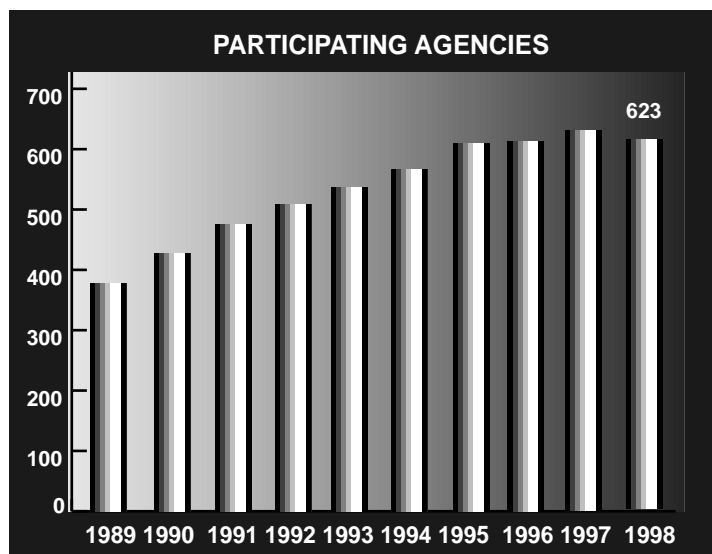
Tucson
Catholic Community Services of
Southern Arizona (NISH)
Tetra Corporation (NISH)
Tucson Association for the Blind
and Visually Impaired (NIB)
J.P. Industries, Inc. (NISH)
Yuma
Yuma WORC Center, Inc. (NISH)

ARKANSAS—9

Fort Smith
Abilities Unlimited of Ft. Smith,
Inc. (NISH)
BOST Human Development
Services (NISH)
Hot Springs
Abilities Unlimited of Hot
Springs, Arkansas, Inc.
(NISH)
Jacksonville
Pathfinder Schools, Inc. (NISH)
Jonesboro
Abilities Unlimited of Jonesboro,
Inc. (NISH)
Little Rock
The Arkansas Lighthouse for the
Blind (NIB)
Magnolia
Abilities Unlimited, Inc. (NISH)
Pine Bluff
Jenkins Memorial Children's
Center and Jenkins Ind., Inc.
(NISH)
Texarkana
Texarkana Sheltered Workshop,
Inc. (NISH)

CALIFORNIA—51

Alameda
Pacific Coast Community
Services (NISH)
Atwater
Kings View (NISH)
Bakersfield
The Bakersfield Association for
Retarded Citizens, Inc.
(NISH)
Baldwin Park
Work Orientation and
Rehabilitation Company, Inc.
(NISH)
Camarillo
Association for Retarded
Citizens-Ventura County, Inc.
(NISH)
Chico
Work Training Center for the
Handicapped (NISH)



Concord
Phoenix Programs, Incorporated
(NISH)
El Centro
Association for Retarded
Citizens-Imperial Valley
(NISH)
Imperial County Work Training
Center, Inc. (NISH)
Fontana
The Fontana Rehabilitation
Workshop (NISH)
Hanford
Kings Rehabilitation Center, Inc.
(NISH)
Harbor City
South Bay Vocational Center,
Inc. (NISH)
Hesperia
Job Opportunities and Benefits
(NISH)
Lancaster
Desert Haven Enterprises, Inc.
(NISH)
Lompoc
Life Options, Vocational and
Resource Center (NISH)
Los Angeles
Asian Rehabilitation Services,
Inc. (NISH)
Exceptional Children's
Foundation (NISH)
Goodwill Industries of Southern
California (NISH)
Mission Viejo
Vocational Visions (NISH)

Mt. Shasta
Siskiyou Opportunity Center
(NISH)
Napa
Napa Valley P.S.I., Inc. (NISH)
Oakland
Calidad Industries, Inc. (NISH)
Orange
Orange County Association for
Retarded Citizens (NISH)
Palo Alto
VTF Services (NISH)
Pasadena
Foothill Workshop for the
Handicapped, Inc. (NISH)
Red Bluff
Tehama County Opportunity
Center, Inc. (NISH)
Redding
Shasta County Opportunity
Center (NISH)
Richmond
Rubicon Programs, Inc. (NISH)
Ridgecrest
Desert Area Resources and
Training (NISH)
Riverside
ARC—Riverside (NISH)
Rohnert Park
North Bay Rehabilitation
Services, Inc. (NISH)
Roseville
PRIDE Industries (NISH)
Sacramento
Crossroads Rehabilitation
Systems, Inc. (NISH)
Easter Seals Society of Superior
California (NISH)

NONPROFIT AGENCIES PARTICIPATING IN THE JWOD PROGRAM



Committee Member Frank Pugliese (center) with shipment of Skilcraft products in Yokosuka, Japan.

New Castle
Delaware Industries for the Blind
(NIB)
Wilmington
Opportunity Center, Inc. (NISH)

DISTRICT OF COLUMBIA—7

Anchor Mental Health
Association (NISH)
Columbia Lighthouse for the
Blind (NIB)
Davis Memorial Goodwill
Industries (NISH)
D.C. Association for Retarded
Citizens, Inc. (NISH)
Lt. Joseph P. Kennedy Institute
(NISH)
National Association of
Concerned Veterans (NISH)
Ability Unlimited, Inc. (NISH)

FLORIDA—24

Daytona Beach
Work Oriented Rehabilitation
Center, Inc. (NISH)
ACT, CORP. (NISH)
Fort Lauderdale
Goodwill Industries of Broward
County, Inc. (NISH)
United Cerebral Palsy of
Broward County, Inc. (NISH)
Gainesville
Association for Retarded Citizens
Alachua County (NISH)
Green Cove Springs
CCAR Services, Inc. (NISH)
Jacksonville
Goodwill Industries of North
Florida, Inc. (NISH)
Lake City
CARC—Advocates for Citizens
with Disabilities (NISH)
Miami
Easter Seal Society of Dade
County, Inc. (NISH)
Goodwill Industries of South
Florida, Inc. (NISH)
Hope Center, Inc. (NISH)
Orlando
The Epilepsy Association of
Central Florida, Inc. (NISH)
Goodwill Industries of Central
Florida, Inc. (NISH)
Pensacola
Lakeview Center, Inc. (NISH)
Association of Retarded Citizens/
Escambia, Inc. (NISH)
Riviera Beach
Seagull Industries for the
Disabled, Inc. (NISH)
Rockledge
Brevard Achievement Center, Inc.
(NISH)
ARC—Brevard, Inc. (NISH)
St. Petersburg
Boley, Inc. (NISH)
JobWorks, Inc. (NISH)

The Pinellas Association for
Retarded Children (NISH)
Tampa
Tampa Lighthouse for the Blind,
Inc. (NIB)
West Palm Beach
Lighthouse for the Blind of the
Palm Beaches, Inc. (NIB)
Gulfstream Goodwill Industries,
Inc. (NISH)

GEORGIA—24

Albany
Goodwill Industries of South
Georgia, Inc. (NISH)
Athens
Kelley Diversified, Inc. (NISH)
Atlanta
Goodwill Industries of Atlanta,
Inc. (NISH)
The Bobby Dodd Center, Inc.
(NISH)
Augusta
East Georgia Easter Seal Society
(NISH)
Bainbridge
Georgia Industries for the Blind
(NIB)
Cartersville
Georgia Diversified Industries,
Inc. (NISH)
Columbus
Power Works Industries, Inc.
(NISH)
Dublin
The Middle Georgia Easter Seal
Society, Inc. (NISH)
Dunwoody
Jewish Vocational Service, Inc.
(NISH)
Jonesboro
WORKTEC (NISH)
La Grange
New Ventures, Inc. (NISH)
Macon
Goodwill Vocations, Inc. (NISH)
Marietta
Nobis Enterprises, Inc. (NISH)
Montezuma
Macon County Mental
Retardation Services Center
(NISH)
Plains
Middle Flint Health Care-Sumter
County Mental Retardation
Center (NISH)
Rome
Sheltered Work Services of
Rome, Inc. (NISH)
Savannah
Coastal Center for
Developmental Services, Inc.
(NISH)
Goodwill Industries of the
Coastal Empire, Inc. (NISH)
Thomasville
Thomas-Grady Mental
Retardation Services Center
(NISH)

Goodwill Labor Power, Inc. (NISH)
San Diego
Association for Retarded
Citizens-San Diego (NISH)
Job Options, Inc. (NISH)
San Francisco
Rose Resnick Lighthouse for the
Blind & Visually Impaired
(NIB)
Toolworks, Inc. (NISH)
Santa Ana
Goodwill Industries of Orange
County (NISH)
Santa Clara
Hope Rehabilitation Services
(NISH)
Project HIRED, Inc (NISH)
Santa Maria
The ARC of Santa Maria Valley
(NISH)
Santa Rosa
A-1 Services, Unlimited (NISH)
South El Monte
Lincoln Training Center and
Rehabilitation Workshop
(NISH)
Standard
Tuolumne/Calaveras Association
for the Handicapped, Inc.
(NISH)
Stanford
Service Disabled Veterans
Business Association (NISH)
Suisun City
V-Bar Enterprises, Inc. (NISH)
Torrance
Social Vocational Services, Inc.
(NISH)
Vallejo
Solano Developmental Services,
Inc. (NISH)
Woodland
Yolo Employment Services
(NISH)

COLORADO—6

Colorado Springs
Goodwill Industrial Services
Corporation (NISH)
Denver
Bayaud Industries, Inc. (NISH)
Platte River Industries, Inc.
(NISH)
Fort Collins
Foothills Gateway, Inc. (NISH)
Pueblo
Pueblo Diversified Industries, Inc.
(NISH)
Westminster
North Metro Community
Services for Developmentally
Disabled (NISH)

CONNECTICUT—6

Bridgeport
The Kennedy Center, Inc. (NISH)
Enfield
Greater Enfield Allied
Rehabilitation Centers, Inc.
(NISH)
New Britain
CW Resources, Inc. (NISH)
Waterbury
Easter Seal Rehabilitation Center
of Greater Waterbury, Inc.
(NISH)
West Hartford
BESB Industries (NIB)
Windsor
The Greater Hartford Easter Seal
Rehabilitation Center, Inc.
(NISH)

DELAWARE—3

Milford
Kent-Sussex Industries, Inc.
(NISH)

NONPROFIT AGENCIES PARTICIPATING IN THE JWOD PROGRAM

Warner Robins
Epilepsy Association of Georgia,
Inc. (NISH)
Family Support Alliance for the
Mentally Ill, Inc. (NISH)
Houston County Association for
Exceptional Citizens, Inc. (NISH)
Phoenix Center Community
Service Board (NISH)

GUAM—1

Agana
Able Industries of the Pacific (NISH)

HAWAII—7

Hilo
The ARC of Hilo (NISH)
Honolulu
Goodwill Industries of Honolulu,
Inc. (NISH)
Ho'oponohua Workshop for the Blind
(NIB)
Lanakila Rehabilitation Center
(NISH)
Network Enterprises, Inc. (NISH)

Wahiawa
Opportunities for the Retarded,
Inc. (NISH)
Wailuku
Ka Lima O Maui (NISH)

IDAHO—9

Blackfoot
Dawn Enterprises, Inc. (NISH)
Boise
The Arc, Inc. (NISH)
Caldwell
Western Idaho Training
Company, Inc. (NISH)
Couer D'Alene
TESH, Inc. (NISH)
Eagle
Trace, Inc. (NISH)
Idaho Falls
Development Workshop, Inc.
(NISH)
Lewiston
Opportunities Unlimited, Inc.
(NISH)
Pocatello
New Day Products, Inc. (NISH)

Sandpoint
Panhandle Special Needs, Inc.
(NISH)

ILLINOIS—20

Alton
Challenge Unlimited, Inc. (NISH)
Anna
Rehabilitation and Vocational
Education Program, Inc. (NISH)
Belleville
St. Clair Associated Vocational
Enterprises, Inc. (NISH)
Carthage
Hancock County Mental Health
Center, Inc. (NISH)
Chicago
Ada S. McKinley Community
Services, Inc. (NISH)
Chicago Association for Retarded
Citizens (NISH)
Jewish Vocational Services and
Employment Center (NISH)
Lester and Rosalie ANIXTER
CENTER (NISH)
The Chicago Lighthouse for
People who are Blind or
Visually Impaired (NIB)
Danville
REHAB Products and Services, Inc.
(NISH)
Lanark
Rolling Hills Progress Center, Inc.
(NISH)
Mt. Vernon
Jefferson County Comprehensive
Services, Inc. (NISH)
Paris
Human Resources Center of
Edgar and Clark Counties
(NISH)
Peoria
Community Workshop and
Training Center, Inc. (NISH)
Princeton
Gateway Services, Inc. (NISH)
Rock Island
Alliance for the Mentally Ill of
Rock Island & Mercer
Counties (NISH)
Association of Retarded Citizens
of Rock Island County (NISH)
Rockford
Omni Business Services, Inc.
(NISH)
Rolling Meadows
Clearbrook Center, Inc. (NISH)
West Frankfort
Franklin-Williamson Human
Services, Inc. (NISH)

INDIANA—7

Bloomington
Stone Belt ARC, Inc. (NISH)
Gary
Tradewinds Rehabilitation
Center, Inc. (NISH)

Indianapolis
Bosma Industries for the Blind, Inc.
(NIB)
Goodwill Industries of Central
Indiana, Inc. (NISH)
Michigan City
Michiana Resources, Inc. (NISH)
New Albany
Rauch Rehabilitation &
Developmental Services, Inc.
(NISH)
Vincennes
Knox County Association for
Retarded Citizens, Inc. (NISH)

IOWA—6

Council Bluffs
Vocational Development Center,
Inc. (NISH)
Des Moines
Goodwill Industries of Central
Iowa (NISH)
Iowa City
Goodwill Industries of Southeast
Iowa (NISH)
Marshalltown
Mid-Iowa Workshops, Inc. (NISH)
Newton
Progress Industries (NISH)
Sioux City
Wall Street Mission—Goodwill
Industries Rehabilitation
Center (NISH)

KANSAS—5

Lawrence
Cottonwood, Inc. (NISH)
Salina
Occupational Center of Central
Kansas, Inc. (NISH)
Topeka
Kansas Industries for the Blind (NIB)
Wichita
Center Industries Corporation
(NISH)
Envision, Inc. (NIB)

KENTUCKY—8

Corbin
Southeastern Kentucky
Rehabilitation Industries, Inc.
(NISH)
Danville
Pioneer Vocational/Industrial
Services (NISH)
Gray Hawk
Jackson County Rehabilitation
Industries, Inc. (NISH)
Hopkinsville
Pennyroyal Regional Mental
Health-Mental Retardation
Board, Inc. (NISH)
Lexington
Opportunity Workshop of
Lexington, Inc. (NISH)



Committee Members tour a JWOD contract site. Left to right: Ira Hobbs, Evelyn Villines, LeRoy Saunders, Donald Wedewer, Deborah Groeber.

NONPROFIT AGENCIES PARTICIPATING IN THE JWOD PROGRAM

Louisville
Custom Manufacturing Services,
Inc. (NISH)
Kentucky Industries for the Blind
(NIB)
Owensboro
Opportunity Center Workshop,
Inc. (NISH)

LOUISIANA—11

Baton Rouge
Louisiana Industries for the
Disabled, Inc. (NISH)
Berwick
Bayou Industrial Maintenance
Services, Inc. (NISH)
Delhi
Industries for the Blind and
Visually Impaired (NIB)
Jena
La Salle Association for the
Developmentally Delayed, Inc.
(NISH)
Leesville
Vernon Sheltered Workshop, Inc.
(NISH)
Many
Association for Retarded Citizens
of Sabine, Inc. (NISH)
New Orleans
Goodworks, Inc. (NISH)
The Lighthouse for the Blind in
New Orleans (NIB)
Shreveport
The Arc of Caddo-Bossier (NISH)
North Louisiana Goodwill
Industries & Rehabilitation
Center, Inc. (NISH)
Louisiana Association for the Blind
(NIB)

MAINE—4

Auburn
Pathways, Inc. (NISH)
Augusta
Motivational Services, Inc. (NISH)
Belfast
Group Home Foundation (NISH)
Portland
Maine Center for the Blind and
Visually Impaired (NIB)

MARYLAND—13

Baltimore
Alliance, Inc. (NISH)
Baltimore Association for Retarded
Citizens, Inc. (NISH)
Blind Industries and Services of
Maryland (NIB)
Goodwill Industries of the
Chesapeake, Inc. (NISH)
Sinai Hospital of Baltimore (NISH)
The Chimes, Inc. (NISH)
Easton
Chesapeake Bay Industries, Inc.
(NISH)



Committee Members Gary Krump and Admiral E. R. Chamberlin talk with Blind Industries and Services of Maryland employees Erika Tracy (far left) and Augustus Morris (second from right). Also present is Richard Barnard from Melwood Horticultural Training Center.

Frederick
The Jeanne Bussard Center, Inc.
(NISH)
Hagerstown
Hagerstown Goodwill Industries,
Inc. (NISH)
Hollywood
The St. Mary's County
Developmental Center, Inc.
(NISH)
Rockville
The ARC of Montgomery County,
Inc. (NISH)
Silver Spring
CHI Centers, Inc. (NISH)
Upper Marlboro
Melwood Horticultural Training
Center (NISH)

MASSACHUSETTS—16

Boston
Community Workshops, Inc. (NISH)
Morgan Memorial Goodwill
Industries, Inc. (NISH)
Braintree
Consolidated Products and
Services, Inc. (NISH)
Cambridge
Massachusetts Industries for the
Blind (NIB)
Chicopee
FOR Community Services, Inc.
(NISH)
Easthampton
Riverside Industries, Inc. (NISH)
Hyannis
Nauset, Inc. (NISH)

Lawrence
American Training, Inc. (NISH)
Malden
Triangle, Inc. (NISH)
New Bedford
The Opportunity Center of
Greater New Bedford, Inc.
(NISH)
North Quincy
Work, Incorporated (NISH)
North Weymouth
South Shore Association for
Retarded Citizens, Inc. (NISH)
Pittsfield
Berkshire County ARC, Inc. (NISH)
Springfield
Goodwill Industries of the
Springfield/Hartford Area, Inc.
(NISH)
Human Resources Unlimited
(NISH)
Worcester
Seven Hills Occupational &
Rehabilitation Services, Inc.
(NISH)

MICHIGAN—15

Alpena
Northeastern Michigan
Rehabilitation and
Opportunity Center (NISH)
Ann Arbor
Washtenaw County Community
Mental Health Board (NISH)
Battle Creek
Calhoun County Community
Mental Health Services (NISH)

Navigations, Inc. (NISH)
Caro
Tuscola County Community
Mental Health Services (NISH)
Grand Rapids
Hope Network, Inc. (NISH)
Holland
Kandu Industries, Inc. (NISH)
Kalamazoo
MRC Industries, Inc. (NISH)
Kingsford
Trico Opportunities, Inc. (NISH)
Lansing
Peckham Vocational Industries,
Inc. (NISH)
Pontiac
New Horizons of Oakland
County, Inc. (NISH)
Port Huron
The Arc of St. Clair County
(NISH)
Saginaw
Saginaw Valley Rehabilitation
Center, Inc. (NISH)
Sault Ste. Marie
Northern Transitions, Inc. (NISH)
Southfield
Jewish Vocational Service and
Community Workshop (NISH)

MINNESOTA—7

Duluth
Duluth Lighthouse for the Blind
(NIB)
Goodwill Industries Vocational
Enterprises, Inc. (NISH)

NONPROFIT AGENCIES PARTICIPATING IN THE JWOD PROGRAM



Amado Hernandez, Victorino Garcia, and Andre Smith from Melwood Horticultural Training Center provide landscaping services at the USDA Office Complex, Beltsville, Maryland.

Minneapolis
Tasks Unlimited, Inc. (NISH)
The Minneapolis Society for the
Blind, Inc. (NIB)
Rochester
Ability Building Center, Inc.
(NISH)
St. Paul
MDI Government Services, Inc.
(NISH)
Willmar
West Central Industries, Inc.
(NISH)

MISSISSIPPI—12

Greenville
Allied Enterprise of Washington
County (NISH)
Greenwood
Allied Enterprise of Greenwood
(NISH)
Gulfport
Goodwill Industries of South
Mississippi, Inc. (NISH)
Hazlehurst
Signature Works, Inc. (NIB)
Jackson
Allied Enterprise of Jackson
(NISH)
Goodwill Industries of Mississippi,
Inc. (NISH)
Mississippi Industries for the Blind
(NIB)
Long Beach
Allied Enterprises of Harrison
County (NISH)

Meridian
Allied Enterprises of Meridian
(NISH)
Oxford
Allied Enterprises of Oxford
(NISH)
Picayune
South Mississippi Regional Center
(NISH)
Vicksburg
Warren County Association for
Retarded Citizens, Inc. (NISH)

MISSOURI—8

Independence
Independence and Blue Springs
Industries, Inc. (NISH)
Kansas City
Helping Hand of Goodwill
Industries Extended
Employment Sheltered
Workshop, Inc. (NISH)
Alphapointe Association for the
Blind (NIB)
Marshfield
Web-co Custom Industries, Inc.
(NISH)
Sedalia
Cooperative Workshops, Inc.
(NISH)
Springfield
Springfield Workshop, Inc. (NISH)
St. Louis
Metropolitan Employment and
Rehabilitation Service (NISH)

Lighthouse for the Blind (NIB)
MGI Services Corporation (NISH)

MONTANA—4

Billings
Community Option Resource
Enterprises, Inc. (NISH)
Butte
BSW, Inc. (NISH)
Helena
Helena Industries, Inc. (NISH)
Missoula
Opportunity Resources, Inc.
(NISH)

NEBRASKA—3

Lincoln
Goodwill Industries, Inc. (NISH)
Nebraska City
Region V Services (NISH)
Omaha
Goodwill Industries, Inc. (NISH)

NEVADA—3

Las Vegas
Opportunity Village Association
for Retarded Citizens (NISH)
Southern Nevada Sightless, Inc.
(NIB)
Sparks
United Cerebral Palsy of Northern
Nevada (NISH)

NEW HAMPSHIRE—2

Lebanon
West Central Services (NISH)
Manchester
Easter Seal Society of New
Hampshire, Inc. (NISH)

NEW JERSEY—6

Cedar Knolls
Occupational Training Center of
Morris County (NISH)
Hackensack
North Jersey Friendship House,
Inc. (NISH)
Mt. Holly
Occupational Training Center of
Burlington County (NISH)
Orange
The First Occupational Center of
New Jersey (NISH)
Somerset
New Jersey Association of the
Deaf-Blind, Inc. (NIB)
Westmont
Bestwork Industries for the Blind,
Inc. (NIB)

NEW MEXICO—5

Albuquerque
Adelante Development Center,
Inc. (NISH)
New Mexico Industries for the Blind
(NIB)
RCI, Inc. (NISH)
Clovis
ENMRSH, Inc. (NISH)
Las Cruces
Tresco, Inc. (NISH)

NEW YORK—38

Albany
Northeastern Association of the
Blind at Albany, Inc. (NIB)
Amsterdam
Montgomery County Chapter,
NYSARC, Inc. (NISH)
Binghamton
Sheltered Workshop for the
Disabled, Inc. (NISH)
The Blind Work Association, Inc.
(NIB)
Brooklyn
Federation Employment and
Guidance Service (NISH)
Buffalo
Niagara Frontier Vocational
Rehabilitation Center, Inc. (NISH)
Blind Association of Western New
York (NIB)
Canandaigua
Ontario County Chapter, NYSARC—
Abbey Industries (NISH)
Canton
St. Lawrence County Chapter,
NYSARC (NISH)

NONPROFIT AGENCIES PARTICIPATING IN THE JWOD PROGRAM

Cortland
J. M. Murray Center, Inc. (NISH)
Fairport
Continuing Developmental
Services, Inc. (NISH)
Fulton
Oswego Industries, Inc. (NISH)
Jamestown
Chautauqua County Chapter,
NYSARC, Inc. (NISH)
Long Island City
New York City Industries for the
Blind (NIB)
Malone
Citizen Advocates, Inc. (NISH)
Middletown
Orange County Rehabilitation
Center, Occupations, Inc.
(NISH)
Montrose
Community Aid for Retarded
Children, Inc. (NISH)
New York City
Fedcap Rehabilitation Services,
Inc. (NISH)
The Corporate Source, Inc.
(NISH)
The Lighthouse, Inc. (NIB)
Niagara Falls
Niagara County Chapter,
NYSARC (NISH)
Oakdale
Skills Unlimited, Inc. (NISH)
Olean
Cattaraugus County Chapter,
NYSARC (NISH)
Plattsburgh
Clinton County Chapter,
NYSARC, Inc. (NISH)
Rochester
Rochester Rehabilitation Center,
Inc. (NISH)
Lifetime Assistance, Inc. (NISH)
The Association for the Blind and
Visually Impaired and
Goodwill Industries of Greater
Rochester, Inc. (NIB)
Sardinia
Suburban Adult Services, Inc.
(NISH)
Scotia
Schenectady County Chapter
NYSARC, Inc. (NISH)
Slingerlands
Albany County Chapter, NYSARC,
Inc. (NISH)
Syracuse
Consolidated Industries of
Greater Syracuse, Inc. (NISH)
Aurora of Central New York (NIB)
Utica
Central Association for the Blind
and Visually Impaired, Inc. (NIB)
Human Technologies
Corporation, Inc. (NISH)
The Arc, Onieda-Lewis Chapter,
NYSARC (NISH)
Walton
Delaware County Chapter,
NYSARC, Inc. (NISH)

Waterloo
SNYSARC, Inc., Seneca-Cayuga
Counties Chapter (NISH)
Watertown
Jefferson County Center, NYSARC
(NISH)

NORTH CAROLINA—15

Boone
Watauga Opportunities, Inc. (NISH)
Charlotte
Lions Services, Inc. (NIB)
Cherokee
Vocational Opportunities of
Cherokee, Inc. (NISH)
Durham
Lions Club Industries for the
Blind, Inc. (NIB)
Durham Exchange Club
Industries, Inc. (NISH)
Greensboro
Industries of the Blind, Inc. (NIB)
Greenville
Eastern Carolina Vocational
Center, Inc. (NISH)
Jacksonville
Coastal Enterprises of Jacksonville,
Inc. (NISH)
Kinston
Lions Industries for the Blind, Inc.
(NIB)
Marble
Industrial Opportunities, Inc.
(NISH)
New Bern
CETC Employment Opportunities,
Inc. (NISH)
North Wilkesboro
Wilkes County Vocational
Workshop, Inc. (NISH)
Raleigh
Raleigh Lions Clinic for the Blind, Inc.
(NIB)
Winston-Salem
Goodwill Industries of Northwest
North Carolina, Inc. (NISH)
Winston-Salem Industries for the
Blind, Inc. (NIB)

NORTH DAKOTA—5

Bismark
Pride, Inc. (NISH)
Fargo
Vocational Training Center (NISH)
Jamestown
Alpha Opportunities, Inc. (NISH)
Minot
Minot Vocational Adjustment
Workshop, Inc. (NISH)
Valley City
Open Door Center (NISH)

OHIO—22

Akron
Community Support Services, Inc.
(NISH)
Weaver Industries, Inc. (NISH)

Canton
The Workshops, Inc. (NISH)
Cincinnati
Cincinnati Association for the Blind
(NIB)
The Clovernook Center-
Opportunities for the Blind
(NIB)
Ohio Valley Goodwill Industries
Rehabilitation Center, Inc.
(NISH)
CRI, Inc. (NISH)
Cleveland
Cleveland Skilled Industries (NIB)
Vocational Guidance Services
(NISH)
Coshocton
Hopewell Industries, Inc. (NISH)
Dayton
Eastway Corporation (NISH)
Goodwill Industries of the Miami
Valley (NISH)
Elyria
Murray Ridge Production Center,
Inc. (NISH)
Kenton
Harco Industries, Inc. (NISH)
Mansfield
Richland County Board of Mental
Retardation and
Developmental Disabilities
(NISH)
Marion
MARCA Industries, Inc. (NISH)
Newark
Licking-Knox Goodwill Industries,
Inc. (NISH)
Springfield
Clark County Board of Mental
Retardation and Developmental
Disabilities (NISH)

Stryker
Quadco Rehabilitation Center, Inc.
(NISH)
Toledo
ContracTech, Inc. (NISH)
Xenia
Greene, Inc. (NISH)
Youngstown
Youngstown Area Goodwill
Industries, Inc. (NISH)

OKLAHOMA—15

Anadarko
APEX, Inc. (NISH)
Enid
Opportunity Productions, Inc.
(NISH)
Idabel
Sonray Industries (NISH)
Lawton
Goodwill Industries of Southwest
Oklahoma, Inc. (NISH)
Midwest City
Mid-Del Group Home, Inc. (NISH)
Moore
Work Activity Center, Inc. (NISH)
Muskogee
Goodwill Industries of Muskogee
(NISH)
Oklahoma City
Comprehensive Community
Services Corporation (NISH)
Oklahoma County Council for
Mentally Retarded Citizens,
Inc. (NISH)
Oklahoma Goodwill Industries,
Inc. (NISH)
The Oklahoma League for the
Blind (NIB)



Evelyn Villines with RCI, Inc. employee Bill Kimmons, at Kirtland Air Force Base.

NONPROFIT AGENCIES PARTICIPATING IN THE JWOD PROGRAM



Sandy Dittig, an employee of Easter Seals Society of Western Pennsylvania, stacks calendar pads.

Stigler
Kibois Community Action
Foundation, Inc. (NISH)
Tulsa
Goodwill Industries of Tulsa, Inc.
(NISH)
Gateway Foundation, Inc.
(NISH)
Woodward
Oklahoma's Action Rehabilitation
Centers (NISH)

OREGON—10

Astoria
Clatsop County Development
Training Center Association
(NISH)
Eugene
Pearl Buck Center, Inc. (NISH)
Medford
Living Opportunities, Inc. (NISH)
Milwaukie
CCI Enterprises, Inc. (NISH)
Portland
Blind Enterprises of Oregon (NIB)
Portland Habilitation Center, Inc.
(NISH)
The Port City Development
Center (NISH)
St. Vincent DePaul Rehabilitation
Services of Oregon (NISH)
Roseburg
Sunrise Enterprises of Roseburg,
Inc. (NISH)
Salem
The Garten Foundation (NISH)

PENNSYLVANIA—38

Athens
Penn-York Opportunities, Inc.
(NISH)
Beaver Meadows
Carbon Training Center, Inc.
(NISH)
Bethlehem
Via of the Lehigh Valley, Inc. (NISH)
Chester
Delaware County Branch of the
Pennsylvania Association for
the Blind (NIB)
Coatesville
Chester County Branch of the
Pennsylvania Association for
the Blind, Inc. (NIB)
Elwyn
Elwyn Incorporated (NISH)
Erie
Dr. Gertrude A. Barber Center,
Inc. (NISH)
Exton
A.C.E. Industries, Inc. (NISH)
Greensburg
Westmoreland County Branch,
Pennsylvania Association for
the Blind, Inc. (NIB)
Rehabilitation Center &
Workshop, Inc. (NISH)
Harrisburg
Goodwill Services, Inc. (NISH)
Indiana
Indiana County Blind Association,
Inc. (NIB)

ICW Vocational Services, Inc.
(NISH)
Johnstown
Cambria County Association for
the Blind and Handicapped,
Inc. (NISH)
Goodwill Industries of the
Conemaugh Valley, Inc.
(NISH)
Lancaster
Susquehanna Association for the
Blind and Visually Impaired
(NIB)
Levittown
Delta Community Supports, Inc.
(NISH)
Lewiston
Juniata Branch, Pennsylvania
Association for the Blind, Inc.
(NISH)
Meadow Lands
Futtrel, Inc. (NISH)
Mechanicsburg
Cumberland-Perry Association for
Retarded Citizens (NISH)
New Castle
Lark Enterprises, Inc. (NISH)
New Kensington
Family Services of Western
Pennsylvania, Inc. (NISH)
Philadelphia
Horizon House, Inc. (NISH)
P.A.T.H. (People Acting to Help),
Inc. (NISH)
Pittsburgh
ARC, Allegheny County Chapter—
Parc-Way Industries (NISH)

The Easter Seal Society of Western
Pennsylvania (NISH)
Goodwill Commercial Services
(NISH)
Pittsburgh Vision Services, Inc.
(NIB)
Vocational Rehabilitation Center
of Allegheny County, Inc.
(NISH)
Pottsville
United Cerebral Palsy of
Schuylkill, Carbon and
Northumberland Counties
(NISH)
Scranton
Allied Health Care Services (NISH)
Washington
Washington-Greene County
Branch, Pennsylvania
Association for the Blind (NIB)
White Haven
White Haven Center (NISH)
Wilkes-Barre
United Rehabilitation Services, Inc.
(NISH)
Williamsport
Hope Enterprises, Inc. (NISH)
North Central Sight Services, Inc.
(NIB)
York
The Shadowfax Corporation
(NISH)
York County Blind Center (NIB)

RHODE ISLAND—2

Newport
Newport County Chapter of
Retarded Citizens, Inc. (NISH)
Pawtucket
In-Sight (NIB)

SOUTH CAROLINA—17

Aiken
The Tri-Development Center of
Aiken County, Inc. (NISH)
Beaufort
Beaufort Vocational Rehabilitation
Center (NISH)
Charleston
Goodwill Industries of Lower
South Carolina, Inc. (NISH)
Charleston Heights
Charleston Vocational
Rehabilitation Center (NISH)
Conway
Horry County Disability/Special
Needs Branch (NISH)
Easley
Pickens County Board for the
Mentally Retarded and
Developmentally Disabled, Inc.
(NISH)
Florence
Florence County Disabilities and
Special Needs Board (NISH)
Greenville
Greenville Association for the
Retarded (NISH)

NONPROFIT AGENCIES PARTICIPATING IN THE JWOD PROGRAM

Greenwood
Emerald Center Multi-County
Board for Disabilities and
Special Needs (NISH)
Orangeburg
Orangeburg County Disabilities
and Special Needs Board
(NISH)
Rock Hill
York County Mental Retardation
and Developmental
Disabilities Board (NISH)
Spartanburg
The Charles Lea Center for
Rehabilitation and Special
Education, Inc. (NISH)
Summerville
Dorchester County Board of
Disabilities and Special Needs
(NISH)
Sumter
The Genesis Center (NISH)
Walterboro
Walterboro Vocational
Rehabilitation Center (NISH)
West Columbia
Columbia Vocational
Rehabilitation Center (NISH)

SOUTH DAKOTA—5

Aberdeen
Adjustment Training Center, Inc.
(NISH)
Hot Springs
Southern Hills Developmental
Services, Inc. (NISH)
Huron
Huron Area Adjustment Training
Center, Inc. (NISH)
Rapid City
BH Services, Inc. (NISH)
Sioux Falls
Sioux Vocational Services Inc.
(NISH)

TENNESSEE—12

Bolivar
Hardeman County
Developmental Services
Center (NISH)
Clarksville
Progressive Directions, Inc. (NISH)
Cookeville
Advocacy and Resources
Corporation (NISH)
Huntsville
Scott Appalachian Industries,
Inc. (NISH)
Johnson City
Dawn of Hope Development
Center, Inc. (NISH)
Knoxville
Goodwill Industries—Knoxville,
Inc. (NISH)
Knox County Association for
Retarded Citizens (NISH)



San Antonio Lighthouse employees Dorothy Moss and Raphael Dominguez package and fold military sweat pants.

Memphis
Shelby Residential & Vocational
Services, Inc. (NISH)
Memphis Goodwill Industries, Inc.
(NISH)
Morristown
Lions Volunteer Blind Industries,
Inc. (NIB)
Nashville
Ed Lindsey Industries for the
Blind, Inc. (NIB)
Goodwill Industries of Middle
Tennessee, Inc. (NISH)

TEXAS—35

Abilene
Abilene Goodwill Industries, Inc.
(NISH)
Amarillo
Goodwill Industries of Amarillo,
Inc. (NISH)
Austin
Goodwill Industries of Central
Texas, Inc. (NISH)
The Travis Association for the
Blind (NIB)
St. Vincent DePaul Rehabilitation
Services of Texas, Inc. (NISH)
Beaumont
Goodwill Industries of Southeast
Texas, Inc. (NISH)
Conroe
Tri-County Mental Health and
Mental Retardation Services
(NISH)

Corpus Christi
Nueces County Mental Health-
Mental Retardation
Community Center (NISH)
South Texas Lighthouse for the
Blind (NIB)
The RC Foundation, Inc. (NISH)
Dallas
Dallas Lighthouse for the Blind,
Inc. (NIB)
Fairweather Associates, Inc. (NISH)
Goodwill Industries of Dallas, Inc.
(NISH)
El Paso
Goodwill Industries of El Paso
(NISH)
National Center for Employment
of the Disabled (NISH)
Fort Worth
Expanco, Inc. (NISH)
Goodwill Industries of Fort Worth,
Inc. (NISH)
Tarrant County Association for
the Blind (NIB)
Houston
The Lighthouse for the Blind of
Houston (NIB)
Center for the Retarded, Inc.
(NISH)
San Angelo
Concho Resource Center (NISH)
MHMR Services for the Concho
Valley (NISH)
West Texas Lighthouse for the
Blind, Inc. (NIB)
San Antonio
Bexar County Mental Health-
Mental Retardation Center
(NISH)

Goodwill Industries of San
Antonio (NISH)
San Antonio Lighthouse (NIB)
Development Resources, Inc.
(NISH)
World Technical Services, Inc.
(NISH)
Physically Challenged Service
Industries, INC. (NISH)
Tyler
East Texas Lighthouse for the
WorkSource Enterprises
(NISH)
Andrews Center (NISH)
Waco
Heart of Texas Goodwill
Industries Inc. (NISH)
Wichita Falls
Beacon Lighthouse, Inc. (NIB)
Wichita Falls State Hospital
(NISH)
Work Services Corporation (NISH)

UTAH—4

Clearfield
Pioneer Adult Rehab. Center,
Davis County School District
(NISH)
Ogden
Enable Industries, Inc. (NISH)
Salt Lake City
Utah Industries for the Blind (NIB)
St. George
Washington County Association
for Retarded Citizens (NISH)

VERMONT—1

NONPROFIT AGENCIES PARTICIPATING IN THE JWOD PROGRAM

Colchester
Champlain Vocational Services,
Inc. (NISH)

VIRGINIA—25

Alexandria
Fairfax Opportunities Unlimited,
Inc. (NISH)
Arlington
Sheltered Occupational Center of
Northern Virginia, Inc. (NISH)
Bedford
Longwood Industries, Inc. (NISH)
Charlottesville
WorkSource Enterprises (NISH)
Chesapeake
Chesapeake Service Systems, Inc.
(NISH)
Farmville
Southside Training, Employment
and Placement Services, Inc.
(NISH)
Fredericksburg
Rappahannock Goodwill
Industries, Inc. (NISH)
Gloucester
Lewis B. Puller Vocational Center,
Inc. (NISH)
Hampton
Association for Retarded Citizens
of the Peninsula, Inc. (NISH)
Leesburg
Every Citizen Has an
Opportunity, Inc. (NISH)
Lynchburg
Lynchburg Sheltered Industries,
Inc. (NISH)
Manassas
Didlake, Inc. (NISH)
Norfolk
Goodwill Industries of Tidewater,
Inc. (NISH)
Louise W. Eggleston Center, Inc.
(NISH)
Portsmouth
Portco, Inc. (NISH)
Radford
New River Valley Workshop, Inc.
(NISH)
Richmond
Goodwill Services, Inc. (NISH)
Virginia Industries for the Blind
(NIB)
Salem
Goodwill Industries of Tinker
Mountain, Inc. (NISH)
Springfield
Mt. Vernon-Lee Enterprises, Inc.
(NISH)
Virginia Beach
Community Alternatives, Inc.
(NISH)
Diversified Industrial Concepts,



Sailors scrubbing the USS George Washington with Skilcraft brooms.

Inc. (NISH)
Williamsburg
Colonial Workshop, Inc. (NISH)
Winchester
Northwestern Workshop, Inc.
(NISH)
Wytheville
Mount Rogers Community Mental
Health-Mental Retardation
Services Board (NISH)

WASHINGTON—26

Bellevue
Custom Industries (NISH)
Bellingham
Cascade Christian Services (NISH)
Lake Whatcom Residential and
Treatment Center (NISH)
Bremerton
Holly Ridge Center, Inc. (NISH)
Peninsula Services (NISH)
Clarkston
Asotin County Board of
Commissioners—
Developmental Services
(NISH)
Ellensburg
Elmview (NISH)
Kennewick
Columbia Industries (NISH)
Oak Harbor
New Leaf, Inc. (NISH)
Olympia
Morningside, Inc. (NISH)
Port Angeles
Diversified Industries, Inc. (NISH)
Port Townsend
Skookum Educational Programs
(NISH)
Seattle

Northwest Center for the
Retarded (NISH)
Skills, Inc. (NISH)
The Lighthouse for the Blind, Inc.
(NIB)
United Cerebral Palsy Association
of King-Snohomish Counties
(NISH)
Seattle Mental Health Institute,
Inc. (NISH)
Community Psychiatric Clinic
(NISH)
Office Careers, Inc. (NISH)
Spokane
Career Connections (NISH)
Career Path Services—
Employment and Training
Center (NISH)
Pre-Vocational Training Center
(NISH)
Sumner
VADIS Northwest (NISH)
Tacoma
Tahoma Associates (NISH)
Walla Walla
Lillie Rice Center (NISH)
Yakima
Yakima Specialties, Inc. (NISH)

WEST VIRGINIA—12

Buckhannon
Buckhannon-Upshur Work
Adjustment Center, Inc.
(NISH)
Charleston
Shawnee Hills Community
Mental Health-Mental
Retardation Center, Inc.
(NISH)
Clarksburg

Job Squad, Inc. (NISH)
Craigsville
Sheltered Workshop of Nicholas
County, Inc. (NISH)
Huntington
Prestra Center for Mental Health
Services, Inc. (NISH)
Goodwill Industries of KYOWVA,
Inc. (NISH)
Maben
Wyoming County Workshop, Inc.
(NISH)
Parkersburg
SW Resources, Inc. (NISH)
Roncerverte
Gateway Industries, Inc. (NISH)
Star City
PACE Training and Evaluation
Center, Inc. (NISH)
Weirton
Hancock County Sheltered
Workshop, Inc. (NISH)
Wheeling
Russell Nesbitt Services, Inc.
(NISH)

WISCONSIN—10

Eau Claire
L. E. Phillips Career Development
Center, Inc. (NISH)
Fond du Lac
Brooke Industries, Inc. (NISH)
Green Bay
Brown County Association for
Retarded Citizens, Inc. (NISH)
La Crosse
ORC Industries, Inc. (NISH)
Milwaukee
GWS, Inc. (NISH)
Industries for the Blind, Inc. (NIB)
Wiscraft Inc.-Wisconsin
Enterprises for the Blind (NIB)
Milwaukee Center for
Independence, Inc. (NISH)
Associated Industries for the Blind
(NIB)
Tomah
Handi-Shop Industries, Inc.
(NISH)

WYOMING—3

Casper
Northwest Community Action
Programs of Wyoming, Inc.
(NISH)
Cheyenne
Goodwill Industries of Wyoming,
Inc. (NISH)
Magic City Enterprises, Inc. (NISH)

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